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THIRTEENTH PARLIAMENT | SECOND SESSION

STANDING COMMITTEE ON LABOUR AND SOCIAL WELFARE

APPROVED
RT. HON. SEN
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[Signature]
04/10/23

REPORT ON THE PETITION BY MS. TARSILA MWASHIMBA AND OTHERS CONCERNING UNLAWFUL SALARY DEDUCTIONS OF FEMALE TEACHERS BY THE KENYA WOMEN TEACHERS ASSOCIATION (KEWOTA)

PAPERS LAID	
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COMMITTEE	-
CLERK AT THE TABLE	A. Macharia

Clerk's Chambers,
The Senate,
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ABBREVIATIONS AND ACRONYMS

KEWOTA	- Kenya Women Teachers Association
TSC	- Teachers Service Commission
CEO	- Chief Executive Officer
KNUT	- Kenya Union of Teachers
KUPPET	- Kenya Union of Post Primary Education Teachers
KEPSA	- Kenya Private Schools Association
KESSHA	- Kenya Secondary Schools Heads Association

PRELIMINARIES

Establishment and Mandate of the Committee

The Senate Standing Committee on Labour & Social Welfare is established pursuant to standing order 228 of the Senate Standing Orders. The Committee is mandated to consider all matters related to - *Manpower and human resources planning, pension, gender, culture, and social welfare; youth, National Youth Service, children's welfare; national heritage, betting, lotteries, sports, public entertainment, public amenities, and recreation.*

The mandate of the Committee spans three ministries: the Ministry of Labour and Social Protection, Public Service, the Ministry of Gender and Affirmative Action, and the Ministry of Youth Affairs, Sports, and the Arts. The Committee also oversees the following state departments; the State Department of Culture and Heritage under the Ministry of Tourism, Wildlife, and Heritage, the State Department of Diaspora Affairs under the Ministry of Foreign and Diaspora Affairs, and the Pensions Department under the National Treasury.

Membership of the Committee

The Committee membership is as follows: -

- (1) **Sen. Julius Murgor Recha, MP - Chairperson**
- (2) **Sen. George Mungai Mbugua, MP - Vice Chairperson**
- (3) Sen. (Rtd.) Justice Stewart Madzayo, CBS, MP - Member
- (4) Sen. Mohamed Faki Mwinyihaji, MP - Member
- (5) Sen. Erick Okong'o Mogeni, SC, MP - Member
- (6) Sen. Alexander Munyi Mundigi, MP - Member
- (7) Sen. Crystal Kegehi Asige, MP - Member
- ① (8) Sen. Miraj Abdullahi Abdulrahman, MP - Member
- (9) Sen. Gloria Orwoba, MP - Member

CHAIRPERSON'S FORWARDS

The Petition on unlawful deductions of female teachers' salaries by the Kenya Women Teachers Association (KEWOTA) was presented to the Senate on Tuesday, 6th June, 2023 by Senator Mwaruma Johnes, MP, Senator for Taita Taveta County, on behalf of female teachers from Taita Taveta County.

The petition raises issues regarding, Teachers Service Commission (TSC) colluding with Kenya Women Teachers Association (KEWOTA) to unlawfully deduct Ksh. 200 monthly subscription fees for over 171 female teachers' salaries without their consent since 2019.

Further, the teachers claimed to have never signed any agreement with KEWOTA to join the Association or authorize it to make any monthly subscription deductions from their salaries, and therefore claim that the TSC committed an economic crime by colluding with KEWOTA to deduct 200 shillings from female teachers every month who are not members of KEWOTA.

The teachers stated that have made every effort to resolve the matters raised but have proved futile, and therefore prayed that the Senate: -

1. Finds that TSC has been unlawfully deducting monthly membership subscriptions fees from the female teachers on behalf of KEWOTA and recommends that—
 - i. The deductions be stopped forthwith
 - ii. All the money deducted be refunded forthwith with accruing interest
2. Finds that TSC and KEWOTA committed an economic crime and recommend that they be investigated by the Ethic and Anti-Corruption Commission and the Directorate of Criminal Investigations for possible prosecution;
3. Finds that the membership of KEWOTA is null and void for lack of free consent of the members to belong to it; and
4. Advice KEWOTA to do a fresh membership recruitment drive which is within the law.

In a bid to address the issues canvassed in the petition, the Committee held a meeting with the Petitioners, Teachers Service Commission (TSC), and Kenya Women Teachers Association (KEWOTA) on 18 July, 2023 to deliberate on the issues raised and present evidence of the same.

The following were the Committee findings from the deliberations –

1. Since 2019, Ksh. 200 monthly subscription fees has been deducted from the salaries of the Petitioners by the TSC in favour of KEWOTA;
2. The Petitioners produced evidence of their attempts to stop the deductions which at times would stop but resume again;
3. The Teachers Service Commission could not confirm when the Teachers joined the Association but informed the Committee that the process of deductions was initiated through the T-Pay system, a third party system to manage the teacher's payroll;
4. KEWOTA could not confirm when the Teachers joined the Association as they did not provide any prescribed forms or agreements or letters of consent signed by the teachers to join the Association.

The Committee notes that it is a criminal offense to make deductions on an employee's salaries without obtaining consent and therefore recommends that -

- 1) The Teachers Service Commission to stop deductions to KEWOTA on the salaries of the 8 petitioners and the 171 listed teachers from Taita Taveta County with immediate effect;
- 2) KEWOTA to undertake a fresh recruitment drive in Taita Taveta County for teachers who wish to be members;
- 3) The TSC to improve the T-pay system to accommodate both manual and electronic consents;
- 4) The TSC to improve on their customer and client service especially in complaints and responding to general enquiries; and
- 5) The Director of Criminal Investigations to thoroughly investigate the actions of TSC and KEWOTA on the deduction of salaries of the female teachers of Taita Taveta Counties and prosecute those found culpable.

The Committee submits the report as its response to the petitioners pursuant to section 5(3) of the Petition to Parliament Act and Standing Order 232 (2) of the Senate Standing Orders.

The Committee extends its appreciation to parties who volunteered submissions and contributions to the resolution of this matter. I also wish to express my appreciation to my fellow Senators for their contributions on this matter.

The Committee thanks the Office of the Speaker of the Senate and the Clerk of the Senate for the support extended to the committee in the execution of its mandate.

It is now my pleasant duty pursuant to Standing Order 232 (2) to table this report of the Standing Committee on Labour and Social Welfare on the petition by Ms. Tarsila Mwashimba and others from Taita Taveta County concerning unlawful deductions of female teachers' salary by Kenya Women Teachers Association.

Signature.......... Date.....*2nd September, 2023*.....

SEN. JULIUS MURGOR RECHA, MP.
CHAIRPERSON, LABOUR AND SOCIAL WELFARE COMMITTEE

CHAPTER 1: INTRODUCTION

1.1 THE PETITION

1. The Petition on unlawful deductions of female teachers' salaries by the Kenya Women Teachers Association (KEWOTA) was presented to the Senate on Tuesday, 6th June, 2023, by Sen. Johnes Mwaruma, MP on behalf of the 171 female teachers of Taita Taveta County.
2. The petition is countersigned by 8 teachers; Mrs. Tarsila Mwashimba ID 13824707, Mrs. Hellencia Chari ID 23697968, Mrs. Florence Mwasi 10754207, Mrs. Mishi Omar ID 10234484, Mrs. Agatha Muli Mbiti ID 25088738, Mrs. Eline Mkazala ID 8522937, Mrs. Tabitha Nyambane Nyaboga ID 23704532 and Mrs. Agnes Nyambu ID 10396963 who represent 171 other women teachers.
3. The petition raised the following concerns: -
 - i. Teachers Service Commission (TSC) has been colluding with Kenya Women Teachers Association (KEWOTA) to unlawfully deduct 200 shillings monthly subscription fees over 171 female teachers' salaries without their consent since 2019;
 - ii. The teachers have never signed any agreement with KEWOTA to join the association or authorize it to make any monthly subscription deductions from their salaries;
 - iii. Forcefully recruiting members to join the association, KEWOTA contravened the constitution which contemplates that joining a union or any association must be voluntary;
 - iv. TSC committed an economic crime by colluding with KEWOTA to deduct 200 shillings from female teachers every month who are not members of KEWOTA;
 - v. The affected teachers have been writing to TSC by themselves and through their Kenya National Union of Teachers (KNUT) to stop the deductions without success. In some instances, TSC stopped the deductions for a while but was later effected again;
 - vi. Teachers have a right not to be economically exploited by their employer in collaboration with KEWOTA; and

- vii. The members have made every effort to resolve the matters raised but have proved futile.

4. The petitioners pray that the Senate: -

- i. Finds that TSC has been unlawfully deducting monthly membership subscription fees from the female teachers on behalf of KEWOTA and recommends that—
 - a) The deductions be stopped forthwith; and
 - b) All the money deducted be refunded forthwith with accruing interest.
- ii. Finds that TSC and KEWOTA committed an economic crime and recommend that they be investigated by the Ethic and Anti-Corruption Commission and the Directorate of Criminal Investigations for possible prosecution;
- iii. Finds that the membership of KEWOTA is null and void for lack of free consent of the members to belong to it; and
- iv. Advice KEWOTA to do a fresh membership recruitment drive which is within the law.

1.2 BACKGROUND INFORMATION

1.2.1 Trade Unions and Associations of Teachers

- 5. Historically, trade unions champion for the security and elevation in employee remuneration, safety at work, and general conditions of employment for their members. Unionism among teachers elicits debate as to whether their participation in union practices impacts negatively or positively to school performance.
- 6. In Kenya, the trade unions presently concerned with the welfare of the teachers are the Kenya National Union of Teachers (KNUT) and the Kenya Union of Post-Primary Education Teachers (KUPPET). The major role of KNUT involves ensuring teachers remain united, advocating for improved working conditions, dispute resolution, and encouraging programs meant to improve teachers' welfare and socio-economic status.¹ KUPPET represents teachers in secondary schools, colleges and tertiary learning institutions in Kenya. It was formed in 1998 and has been actively involved in advocating for the rights and welfare of teachers in the country.

¹ <https://www.knut.or.ke>

7. Other than trade unions, there are other associations and welfare groups that have been formed by teachers to advocate for their social betterment and general elevation in the welfare of teachers in society. Some of these associations include the Private Teachers Association Kenya, Kenya Private Schools Association (KEPSA), Kenya Secondary Schools Heads Association (KESSHA), Kenya Primary Schools Head Teachers Association, and Kenya Women Teachers Association (KEWOTA) among others.

1.2.2 About Kenya Women Teachers Association (KEWOTA)

8. KEWOTA was registered on 25 October 2007 under section 10 of Societies Act 208 as a welfare association that enhances the living standards of women in the teaching profession by providing avenues for professional, economic, and personal development.²

9. The association was founded by women teachers who wanted a strategic community to bring together women working in the education sector and deliberate on ways to address and advocate for their needs. KEWOTA has over 80,000 members across the country.

10. From 2019 to date, TSC has been deducting Ksh. 200 monthly subscription fees from over 171 female teachers' salaries in Taita Taveta County. These deductions were indicated as "SWAS" on the teachers' payslips and the deductions were effected at different times and on different teachers from 2019.

11. Some teachers who are being deducted the monthly subscription fees claimed to be non-members of KEWOTA. Under normal circumstances, such deductions ought to be authorized by the teachers through the signing of an agreement with the association.

1.2.3 The Legal framework underpinning the issues in the petition

12. Article 36 of the Constitution on freedom of association provides as follows—

- 1) *Every person has the right to freedom of association, which includes the right to form, join, or participate in the activities of an association of any kind.*
- 2) *A person shall not be compelled to join an association of any kind.*

13. Article 41 of the Constitution on labour relations, provides that—

- 1) *Every person has the right to fair labour practices.*
- 2) *Every worker has the right—*

² <https://www.kewota.co.ke>

- a. to fair remuneration;*
- b. to reasonable working conditions;*
- c. to form, join or participate in the activities and programmes of a trade union;*
and
- d. to go on strike.*

14. As such, every teacher has the freedom—

- (a) to form, join or participate in the activities and programs of a trade union; and
- (b) not to be compelled to join an association of any kind.

15. Under section 19 of the Employment Act on deduction of wages, an employer may deduct from the wages of his employee—

- (a) any amount due from the employee as a contribution to any provident fund or superannuation scheme or any other scheme approved by the Commissioner for Labour to which the employee has agreed to contribute;
- (b) any amount the deduction of which is authorized by any written law for the time being in force, collective agreement, wage determination, court order or arbitration award; and
- (c) any amount in which the employer has no direct or indirect beneficial interest, and which the employee has requested the employer in writing to deduct from his wages.

16. TSC therefore, can only deduct any amount which is authorized by any written law for the time being in force, collective agreement, wage determination, court order, or arbitration award.

17. Section 4 of the Labour Relations Act on employee's right to freedom of association, provides that every employer has the right to—

- (a) participate in forming a trade union or federation of trade unions;*
- (b) join a trade union; or*
- (c) leave a trade union.*

18. Section 5 of the Act on protection of employees provides that no person shall require an employee or a person seeking employment not to be or become a member of a trade union or to give up membership of a trade union.

19. Section 48 on deduction of trade union dues provides as follows—

(2) A trade union may, in the prescribed form, request the Minister to issue an order directing an employer of more than five employees belonging to the union to—

(a) deduct trade union dues from the wages of its members; and

(b) pay monies so deducted—

(i) into a specified account of the trade union; or

(ii) in specified proportions into specified accounts of a trade union and a federation of trade unions.

(3) An employer in respect of whom the Minister has issued an order under subsection (2) shall commence deducting the trade union dues from an employee's wages within thirty days of the trade union serving a notice in Form S set out in the Third Schedule signed by the employees in respect of whom the employer is required to make a deduction.

(4) The Minister may vary an order issued under this section on application by the trade union.

(5) An order issued under this section, including an order to vary, revoke or suspend an order, takes effect from the month following the month in which the notice is served on the employer.

(6) An employer may not make any deduction from an employee who has notified the employer in writing that the employee has resigned from the union...

20. Section 49 of the Act on deduction of agency fees from unionisable employees covered by collective agreements, provides as follows—

(1) A trade union that has concluded a collective agreement registered by the Industrial Court with an employer, group of employers or an employers' organisation, setting terms and conditions of service for all unionisable employees covered by the agreement may request the Minister to issue an order requiring any employer bound by the collective agreement to deduct an agency fee from the wages of each unionisable employee covered by the collective agreement who is not a member of the trade union.

(2) A request in accordance with sub-section (1) shall—

(a) be signed by the authorized representatives of the trade union and employer, group of employers or employers' organisation;

(b) supply a list of all employees prepared by the employer in respect of whom a deduction shall be made;

(c) specify the amount of the agency fee, which may not exceed the applicable trade union dues; and

(d) specify the trade union account into which the dues shall be paid.

(3) *An employer in respect of whom the Minister has issued an order as specified in subsection (1) shall commence deducting agency fees from the employees named in the Minister's notice within thirty days of receiving the Minister's notice.*

(4) *The Minister may vary an order issued under this section on application by the trade union and the employer, group of employers or employers' organisation concerned.*

(5) *A member of a trade union covered by a collective agreement contemplated by subsection (1) who resigns from the union, is immediately liable to have an agency fee deducted from his wages in accordance with this section.*

(6) *If a collective agreement is implemented retrospectively after registration by the Industrial Court, the agency fee shall be deducted and paid to the trade union for the period of retrospective implementation in accordance with this section.*

21. Section 50 of the Act empowers the Cabinet Secretary responsible for labour matters to revoke or suspend a trade union dues deduction notice if he has reason to believe that the order was obtained by misrepresentation or fraud.

1.3 PURPOSE OF THE PETITION

22. According to the Senate Standing Order 231, a *petition means a written prayer to the Senate under Article 37 or 119 of the Constitution by a member of the public requesting the Senate to consider any matter within its authority as contemplated in Articles 94 and 96 of the Constitution, including enacting, amending or repealing any legislation.*

23. The Committee in considering the petition in line with Article 37 of the Constitution provides that *every person has the right, peaceably and unarmed, to assemble, to demonstrate, to picket, and to present petitions to public authorities* while Article 119(1) of the Constitution provides that *"every person has a right to petition Parliament to consider any matter within its authority, including to enact, amend or repeal any legislation."*

24. Section 5(2) of the Petition to Parliament (Procedure) Act 2012, provides that *a petition that is tabled in Parliament under this Act shall be considered in accordance with the Standing Orders of the relevant House.* In this regard, Standing Order 232 of the Senate Standing Orders provides as follows- *(1) Every Petition presented or reported pursuant to this Part, shall stand committed to the relevant Standing Committee. (2) Whenever a Petition is committed to a Standing Committee, the Committee shall, in not more than sixty calendar days from the time of reading the prayer, respond to the petitioner by*

way of a report addressed to the petitioner or petitioners and laid on the Table of the Senate and no debate on or in relation to the report shall be allowed, but the Speaker may, allow comments or observations in relation to the Petition for not more than thirty Minutes.

25. Pursuant to Standing Order 238 (1) of the Senate, the petition was committed to the Committee of Labour and Social Welfare. In terms of reporting, the Standing Order 239 requires the Clerk to share with the petitioner(s) a copy of the report within fifteen days of tabling the report in the Senate.

CHAPTER 2: CONDUCT AND PROCEEDINGS OF THE COMMITTEE MEETINGS

26. This chapter summarizes the Committee meetings with the petitioners and other stakeholders associated with the issues raised in the petition.
27. During the Committee sitting on Tuesday, 27th June, 2023, it was resolved that the Committee invite the petitioners, KEWOTA, and TSC. The Committee held a meeting on Tuesday, 18 July 2023 and received submissions from the petitioners, KEWOTA and TSC. Present in the meeting were the petitioners led by Tarsila Mwashimba, Hellencia Chari, Florence Mwasi, and Mr. Lenox Mshila a representative of KNUT. Ms. Benta Opande, the Chief Executive Officer (CEO) KEWOTA; and Dr. Nancy Macharia, the Chief Executive Officer of the TSC were also present.
28. The petitioners in their submissions explained to the Committee how KEWOTA in conjunction with TSC has been deducting Ksh. 200 monthly subscription fees from their salaries without their approval and membership of the association. The petitioners also brought to the attention of the Committee their numerous efforts in trying to reach the Teachers Service Commission and KEWOTA through emails and letters to resolve the matter.
29. KEWOTA explained to the Committee that it does not receive monthly subscription fees from non-members, all monthly fees that are paid to the association are from its members who joined the association voluntarily. The Association further informed the Committee that it has never received any complaints from the petitioners or the 171 teachers from Taita Taveta County. KEWOTA denied claims by the petitioners of any relation and collusion with TSC to unlawfully deduct monthly subscription fees to its favour.
30. In its submissions, TSC through its CEO informed the committee of its mandate as stipulated in the Teachers Service Commission Act 2012. TSC explained to the committee that its involvement in this matter is only to facilitate and ease transactions between teachers who are its employees and third-party organizations including KEWOTA. TSC reiterated to the Committee that it did not collude KEWOTA for the purpose of unlawfully deducting the salaries of teachers.

CHAPTER 3: EMERGING ISSUES IN THE SUBMISSIONS

31. The following thematic issues emerged during the Committee meeting with the petitioner and stakeholders.

3.1.1 Freedom of teachers to associate

32. Article 36 of the Constitution on freedom of association stipulates that every person has the freedom to association, which includes the right to form, join or participate in the activities of an association of any kind. A person shall not be compelled to join an association of any kind. The Labour Relations Act under section 4 on employee's right to freedom of association provides that an employee has a right to participate in forming a trade union, join a trade union or leave a trade union.

33. The lead petitioner Mr. Tarshila brought to the attention of the Committee issues regarding the female teachers of Taita Taveta membership to KEWOTA. The petitioners alluded to the fact that all eight (8) petitioners and the other 171 teachers listed in the petition have never joined any association by the name KEWOTA. The petitioner in her submission indicated that they have never signed any agreement or form to join the association. She continued by stating that they have never authorized TSC to deduct any monies in favour of KEWOTA. The Taita Taveta KNUT Branch executive secretary supported the submissions of the petitioner by commenting that his office received many complaints from female teachers in Taita Taveta county questioning their association with KEWOTA. The female teachers claimed that their KEWOTA membership was without their consent and knowledge.

34. The Committee was informed by the petitioners that the teachers did not join KEWOTA through the T-Pay online platform and that it was true some of the petitioners had tried to cancel their membership through the same platform. Petitioners Mrs. Tarshila Mwashimba and Mrs. Tabitha Nyambane refuted claims that they were no longer members of KEWOTA since they tried to exit the association through T-Pay on 23rd February 2023 and 23rd November 2022 respectively as was submitted by TSC. The two petitioners supported the fact that they are still members of KEWOTA even after trying to exit through the T-Pay platform as was explained by TSC. They provided their current payslips reflecting the Ksh. 200 deductions as seen in the *Annexures*.

35. The petitioners brought to the attention of the Committee their efforts to reach out to KEWOTA and TSC through letters and emails in a bid to try and address the issue concerning the unlawful deductions. The petitioners in their submissions attached several letters written by individual teachers to TSC through their head teachers seeking their membership removal from the association and the stoppage of unlawful deductions from their salaries as seen in the *annexures*. Other petitioners wrote several emails to the TSC, the emails were acknowledged by the commission but no action was ever taken. The KNUT Branch Executive Secretary of Taita Taveta County through his submission, weighed in on his efforts to resolve the unlawful deduction issues through letters addressed to the TSC and KEWOTA. The executive secretary informed the Committee that there were a total of 281 letters by the teachers and the union addressing TSC and KEWOTA in an effort to find a solution to the matter.
36. KEWOTA explained to the Committee that between 2007 and 2018, its membership was by teachers willing to join the association filling a prescribed form approved by the employer TSC and the Registrar of Society. These prescribed forms were physically taken to prospective members who after filling and signing would return them to KEWOTA or the association's recruitment officer. Further, the CEO of the association indicated that in 2018 TSC introduced a digital method of recruiting teachers online commonly known as *T-Pay* online system where teachers willing to join third-party organizations were given credentials (passwords) to enable them to control their payslips. KEWOTA insisted that the petitioners joined the association willingly and with full knowledge and consent.
37. The CEO of KEWOTA informed the committee that, in situations where a member cannot join through the online T-Pay platform due to various factors like unavailability of network, device unable to operate online, or any other reason, a KEWOTA recruitment officer would give such a member a prescribed form which the member fills voluntarily. She added that a member dissatisfied with the services provided by KEWOTA is at liberty to resign and/or withdraw from membership by clicking the exit button provided on the T-Pay platform.
38. KEWOTA submitted to the Committee that it has never received any letter from the alleged 171 female teachers directly or through any other person/body or even KNUT requesting or demanding the stop of its membership deductions. The CEO added that the association is not aware of any efforts made by the 171 female teachers to resolve this matter. The CEO of the association told the Committee that the data that the

association has from TSC clearly shows that members wanting to leave KEWOTA have been granted the right and that from August 2022 to date over 9,443 members have exited KEWOTA via the T-Pay system. KEWOTA concluded by stating that of the eight (8) members who signed the petition, one of them *Tarshila Mwashimba ID No. 10234484* is not a member of KEWOTA.

39. TSC in its submission informed the Committee that the commission's involvement in this matter is purely to ease transactions between its employees (teachers) and third-party institutions including KEWOTA, it does not coerce any teacher to join any third-party organization. TSC further explained that its primary function is to register trained teachers, recruit and employ registered teachers, and assign teachers for service in any public school institution. The Commission is also mandated to manage the payroll of teachers in its employment. Dr. Macharia the CEO explained to the Committee that pursuant to its statutory function to manage the payroll of teachers, the commission transferred all check-off facility from manual filing and submission of forms to its *T-Pay* system to manage third-party deductions.
40. TSC submitted that, in the instant case the petitioners voluntarily initiated and approved the deductions to join KEWOTA through the *T-Pay* system without any intervention from TSC. Dr. Macharia concluded by stating that, *“as provided in law, the commission has no interest with regard to an association as an employee joins or exits as that is a constitutional prerogative of an employee. In the event the petitioners are interested in exiting KEWOTA, all they are required to do is to log into the T-Pay system and exit.”*
41. The CEO of TSC equally informed the Committee that, its commission had never received any letters or emails from the petitioners concerning the matter of unlawful deductions by KEWOTA on female teachers. The CEO stated that over the years in some cases teachers have instituted court proceedings against the commission for the said unauthorized deductions and the commission has complied with the orders. TSC in responding to the allegations by the petitioners that emails were acknowledged yet the commission's management wasn't aware, the CEO told the Committee that those were system-generated responses. The CEO further informed the Committee that, as part of their understanding between the commission and KNUT which is a representative of teachers, is that any complaints from the teachers should be through the National Secretary General of KNUT. The commission receives numerous complaints from teachers and third parties and in most cases these complaints do not

come through the proper channels as was the case of the 281 letters from the 171 female teachers.

42. TSC further provided a detailed list showing the status of the eight (8) petitioners and the other 171 teachers as was requested by the Committee during its meeting. According to TSC, only four (4) petitioners are still members of KEWOTA up to date, these are Mishi Omar TSC No. 428372, Agatha Mbiti TSC No. 528737, Eline Makazala TSC No. 213820 and Hallencia Chari TSC No. 555517 the other four petitioners are no longer members of KEWOTA. The Commission in its additional submission indicated that only forty-four (44) teachers out of the 171 are still members of KEWOTA as seen in the *Annexure*.

	KEWOTA			Total
	Active members	Non-members	Not on the payroll	
Petitioners	4	4	0	8
Teachers	44	124	3	171

3.2 TSC submission: Summary of the status of the 8 petitioners and 171 teachers

3.1.2 Right to consent for deductions

43. Section 19 (b) and (c) of the Employment Act on deduction of wages states that an employer may deduct from the wages of his employee; any amount which is authorized by any written law for the time being in force, collective agreement, wage determination, court order or arbitration award; and any amount in which the employer has no direct or indirect beneficial interest, and which the employee has requested the employer in writing to deduct from his wages.
44. The petitioners in their submissions explained to the Committee that Ksh. 200 was being deducted from their salaries every month since 2019. The lead petitioner during her presentation, told the Committee that the monthly deduction was effected on the 171 teachers in Taita Taveta county on different months. They further informed the Committee that the deductions took effect in different months as “*SwaS*”, as was seen on the payslips provided in the *annexures*.
45. The petitioners confirmed to the Committee that all the deductions that were being carried out every month were unlawful since none of the teachers had subscribed or signed any agreement with KEWOTA to be a member(s). The Taita Taveta KNUT

branch Executive Secretary in his submission informed the Committee that he was made aware of the unlawful deductions of the female teachers' salaries. The KNUT Executive secretary in his capacity made several attempts to try and resolve the issue through letters to TSC and KEWOTA but was never successful. The Branch secretary also added that in Taita Taveta County there are a total of 1,032 female primary school teachers and 433 female secondary school teachers, and that there might be a possibility of more cases of teachers being deducted the Ksh. 200 monthly subscriptions to KEWOTA without their consent.

46. The petitioners indicated that they made several attempts to try and stop the deductions by writing letters through their head teachers and some sent emails but this did not yield any fruits. Mrs. Tarshila told the Committee that she stopped the deductions through *T-Pay*, an online platform for teachers to access their payslips and make amendments where necessary. The petitioner expressed to the Committee her frustration because after stopping the deductions through *T-Pay*, the stoppage only lasted a few months after which it resumed. The petitioner indicated that this was the case for all other affected teachers, deductions would stop at some point and then resume. The petitioner concluded by alluding to the fact that KEWOTA and TSC colluded to ensure the deductions were affected in the manner in which they did.
47. KEWOTA in their submission stated that indeed they collect monthly subscription fees from its members lawfully. The CEO explained to the Committee that membership of the association was by teachers willing to join the organization, fill out a prescribed form which is approved by the Registrar of Society and their employer who is TSC. KEWOTA through its CEO added that a prospective member was made aware that by registering, they would pay a membership fee and monthly subscription fee of Ksh. 200. Mrs. Benta the CEO, told the Committee that there have been no complaints received from any of the eight (8) petitioners or the 171 teachers who joined KEWOTA.
48. The Committee was informed from the submission of KEWOTA that, the association never colluded with TSC to unlawfully deduct Ksh. 200 monthly subscription fees from the salaries of over 171 female teachers from Taita Taveta since 2019 as alleged.
49. Teachers Service Commission (TSC) in their submission started by quoting Section 11(d) of the Teachers Service Commission Act, 2012 which mandates TSC to "*manage the payroll of teachers in its employment;*" whereas Section 11(g) requires it to "*do all such things as may be necessary for the effective discharge of its functions and the exercise of its powers.*" TSC is committed to discharging its statutory mandate to ensure

the protection of wages/salaries of its over 380,000 employees deployed all over the country. The commission also brought to the attention of the Committee that it manages a total of 456 third-party transactions on its payroll as authorized by employees who enter into various contracts with third parties which include unions, associations, insurance deductions, banks, and many others.

50. TSC informed the Committee that over the years, teachers employed by the commission have always complained of unauthorized deductions on their payslips in favour of third parties including unions. The commission gave examples of cases where teachers have instituted court proceedings against the commission for unauthorized deductions and TSC has always complied with the court orders. The CEO of TSC further narrated to the Committee that, "*it was chaotic managing the payroll of teachers generally leading to outright non-protection of teachers' payslips contrary to the requirement of the law.*" The commission's CEO added that all these difficulties were facilitated by the manual feeding of data into the payroll of teachers for effecting third-party deductions.
51. TSC submitted that to address the challenges facing payroll management, and in response to its strategic plan 2019-2023, the commission developed and operationalized an online platform, namely the **T-Pay** with effect from November 2016. This platform was rolled out in 2018 after the commission had sensitized all its employees and this led to direct benefits to employees.
52. The Committee noted that KEWOTA is one of the third-party institutions admitted to the TSC's check-off facility and it was granted to use check-off number "584" for members' deduction in the Government payroll by the Ministry of Public Service, Gender and Affirmative action. TSC confirmed that through the check-off number granted to KEWOTA, it would effect monthly deductions from its employees who were solely members of the association. All transactions and deductions between teachers and KEWOTA were through T-Pay online platform. The CEO explained that through the T-Pay platform, a teacher who desired to join or exit third-party organizations like KEWOTA is only required to log into the T-Pay system and start or stop the deduction.
53. TSC concluded by notifying the Committee that from their records out of the eight (8) signatories of the petition, only four (4) petitioners voluntarily exited KEWOTA and the deductions stopped automatically as per analysis shown in *annexure* below. The other petitioners have not exited KEWOTA or initiated stoppage of the deductions on the system, neither have they communicated their resignation from the association.

CHAPTER 4: COMMITTEE OBSERVATIONS AND RECOMMENDATIONS

54. From the meetings and submissions of the petitioners and stakeholders, the Committee makes the following observations. THAT: -

- i. Since 2019, Ksh. 200 monthly subscription fees has been deducted from the salaries of the Petitioners by the TSC in favour of KEWOTA;
- ii. The Petitioners produced evidence of their attempts to stop the deductions which at times would stop but resume again;
- iii. The Teachers Service Commission could not confirm when the Teachers joined the Association but informed the Committee that the process of deductions was initiated through the T-Pay system, a third party system to manage the teacher's payroll; and
- iv. KEWOTA could not ascertain the membership of the 171 petitioners, since it failed to provide prescribed signed forms and agreements or show details through the T-Pay platform on when exactly they joined the association.

55. In response to the Petitioners' prayers, the Committee recommends; THAT: -

- i. KEWOTA should immediately stop the membership of all teachers who do not wish to be members of KEWOTA immediately and provide a report of the within 3 months after tabling of this report.
- ii. The Teachers Service Commission to stop deductions to KEWOTA on the salaries of the 8 petitioners and the 171 listed teachers from Taita Taveta County with immediate effect and submit a report of the same in four week of tabling of this report;
- iii. The TSC and KEWOTA to immediately refund the teachers monies unlawfully deducted by KEWOTA and submit a report to the Senate within four weeks of tabling of this report;
- iv. KEWOTA to undertake a fresh recruitment drive in Taita Taveta County for teachers who wish to be members;
- v. The TSC to improve the T-pay system to accommodate both manual and electronic consents;
- vi. The TSC to improve on their customer and client service especially in complaints and responding to general enquiries; and
- vii. The Director of Criminal Investigations to thoroughly investigate the actions of TSC and KEWOTA on the deduction of salaries of the female teachers of Taita Taveta Counties and prosecute those found culpable.



MINUTES OF THE SEVENTY NINTH (79TH) MEETING OF THE STANDING COMMITTEE ON LABOUR AND SOCIAL WELFARE HELD ON SATURDAY, 2ND SEPTEMBER, 2023 AT 11:00 AM. IN AT THE PRIDE INN PARADISE BEACH RESORT, MOMBASA COUNTY.

MEMBERS PRESENT

- | | |
|---|--------------------|
| 1. Sen. Julius Murgor Recha, MP | - Chairperson |
| 2. Sen. George Mungai Mbugua, MP | - Vice-Chairperson |
| 3. Sen. (Rtd.) Justice Stewart Madzayo, CBS, MP | - Member |
| 4. Sen. Mohamed Faki Mwinyihaji, MP | - Member |
| 5. Sen. Alexander Munyi Mundigi, MP | - Member |
| 6. Sen. Crystal Asige, MP | - Member |

APOLOGIES

- | | |
|--|----------|
| 1. Sen. Erick Okong'o Mogeni, SC, MP | - Member |
| 2. Sen. Gloria Orwoba, MP | - Member |
| 3. Sen. Miraj Abdulahi Abdulrahman, MP | - Member |

SECRETARIAT

- | | |
|------------------------|--------------------------|
| 1. Ms. Mwanate Shaban | - Senior Clerk Assistant |
| 2. Ms. Getrude Nthiiri | - First Clerk Assistant |
| 3. Mr. Jeremy Chabari | - Legal Counsel I |
| 4. Mr. Rhyan Injendi | - Research Officer III |
| 5. Mr. Erick Kiboye | - Accountant |
| 6. Mr. Joseph Otieno | - Audio Officer |
| 7. Mr. John Chege | - SAA III |
| 8. Ms. Alice Nanyama | - Secretary, DSEC |

MIN/SEN/SCLSW/394/2023: PRAYERS

The Chairperson called the meeting to order at 11.29 am followed with a word of prayer.

MIN/SEN/SCLSW/395/2023: ADOPTION OF AGENDA

The Agenda of the meeting was adopted having been proposed by Sen. Mohamed Faki Mwinyihaji, MP and seconded by Sen. Alexander Munyi Mundigi, MP as follows –

1. Prayers & Introductions;
2. Adoption of the Agenda;
3. **Adoption of the Report of the County Hall of Fame Bill, 2023 (Senate Bills No. 18 of 2023);**
4. **Adoption of the Report of the Care and Protection of the Child Parent Bill, 2023 (Senate Bills No. 29 of 2023);**
5. **Adoption of the Report on the Petition concerning the unfair terms and conditions for Universal Health Coverage (UHC) staff and delay in internship posting;**
6. **Adoption of the Report on the Petition concerning unlawful salary deductions by Kenya Women Teachers Association (KEWOTA); and**
7. **Adoption of the Report on the Petition concerning alleged fraud by the First Choice Recruitment and Consultancy Agency Ltd.**
8. **Consideration of correspondences before the Committee;**
9. Any Other Business; and
10. Adjournment/Date of the Next Meeting.

MIN/SEN/SCLSW/396/2023 ADOPTION OF THE REPORT OF THE COUNTY HALL OF FAME BILL, 2023 (SENATE BILLS NO. 18 OF 2023);

1. The Committee considered the draft report and amended the recommendation to state that the Committee does not wish to proceed with the Bill however, the Sponsor of the Bill can continue with the Bill if she so wishes; and
2. The report was adopted having been proposed by Sen. Alexander Munyi Mundigi, MP and seconded by Sen. George Mungai Mbugua, MP.

MIN/SEN/SCLSW/397/2023 ADOPTION OF THE REPORT OF THE CARE AND PROTECTION OF CHILD PARENT BILL, 2023 (SENATE BILLS NO. 29 OF 2023).

1. The Committee considered the draft report and recommended the full implementation of the existing laws that would address the Care and Protection of Child Parent Bill, 2023; and
2. The report was adopted having been proposed by Sen. Mohamed Faki Mwinyihaji, MP and seconded by Sen. Alexander Munyi Mundigi, MP.

MIN/SEN/SCLSW/398/2023

ADOPTION OF THE REPORT ON THE
PETITION CONCERNING THE UNFAIR TERMS
AND CONDITIONS FOR UNIVERSAL HEALTH
COVERAGE (UHC) STAFF AND DELAY IN
INTERNSHIP POSTING;

1. The Committee considered the draft report and proposed that the recommendations indicate a time frame to allow for reporting back to the Committee; and
2. The report was adopted having been proposed by Sen. Alexander Munyi Mundigi, MP and seconded by Sen. Crystal Asige, MP.

MIN/SEN/SCLSW/399/2023

ADOPTION OF THE REPORT ON THE
PETITION CONCERNING UNLAWFUL SALARY
DEDUCTIONS BY KENYA WOMEN TEACHERS
ASSOCIATION (KEWOTA);

1. The Committee considered the draft report and recommended that KEWOTA refunds all monies owed to the female teachers who had not voluntarily joined KEWOTA; and
2. The report was adopted having been proposed by Sen. Crystal Asige, MP and seconded by Sen. Alexander Munyi Mundigi, MP.

MIN/SEN/SCLSW/400/2023

ADOPTION OF THE REPORT ON THE
PETITION CONCERNING ALLEGED FRAUD
BY THE FIRST CHOICE RECRUITMENT AND
CONSULTANCY AGENCY LTD.

The Committee considered and adopted the report having been proposed by Sen. George Mungai Mbugua, MP and Seconded by Sen. Crystal Asige, MP.

MIN/SEN/SCLSW/401/2023

CONSIDERATION OF CORRESPONDENCE
BEFORE THE COMMITTEE

The Committee was briefed on all the correspondences before the Committee for it and resolved that it be put in a tabular form for consideration in the next in-house meeting.

MIN/SEN/SCLSW/402/2023 ANY OTHER BUSINESS

1. Members noted that there were many pending Statements, which the Ministries had not responded to and in particular, the Ministry of Youth Affairs, Sports. It was resolved since the Cabinet Secretary was scheduled to appear before the Committee on Thursday 7th September, 2023 the secretariat provides a summary of all the pending Statements for his attention.
2. It was proposed that the Committee conducts investigations as opposed to waiting for the public to present Petitions for the Committees consideration.
3. Sen. Crystal Asige, MP noted that she had not received a response to the Statement on Management and Collection of Music Royalties in Kenya. It was resolved that the same be presented for her attention.

MIN/SEN/SCLSW/403/2023 ADJOURNMENT AND DATE OF THE NEXT MEETING

The meeting was adjourned at 14.35 pm, the date of the next meeting was scheduled for 7th September, 2023 at 9:00am.

SIGNED.......... DATE 3-10-2023.....

**CHAIRPERSON: SEN JULIUS MURGOR RECHA, MP
STANDING COMMITTEE ON LABOUR AND SOCIAL WELFARE**



MINUTES OF THE SEVENTY SEVENTH (77TH) MEETING OF THE STANDING COMMITTEE ON LABOUR AND SOCIAL WELFARE HELD ON FRIDAY, 1ST SEPTEMBER, 2023 AT 12:00 NOON IN AT THE PRIDE INN PARADISE BEACH RESORT, MOMBASA COUNTY.

MEMBERS PRESENT

- | | |
|---|--------------------|
| 1. Sen. Julius Murgor Recha, MP | - Chairperson |
| 2. Sen. George Mungai Mbugua, MP | - Vice-Chairperson |
| 3. Sen. (Rtd.) Justice Stewart Madzayo, CBS, MP | - Member |
| 4. Sen. Mohamed Faki Mwinyihaji, MP | - Member |
| 5. Sen. Miraj Abdulahi Abdulrahman, MP | - Member |
| 6. Sen. Crystal Kegehi Asige, MP | - Member |

APOLOGIES

- | | |
|--------------------------------------|----------|
| 1. Sen. Erick Okong'o Mogeni, SC, MP | - Member |
| 2. Sen. Alexander Munyi Mundigi, MP | - Member |
| 3. Sen. Gloria Orwoba, MP | - Member |

SECRETARIAT

- | | |
|-----------------------|--------------------------|
| 1. Ms. Mwanate Shaban | - Senior Clerk Assistant |
| 2. Ms. Getrude Nthiri | - First Clerk Assistant |
| 3. Mr. Jeremy Chabari | - Legal Counsel I |
| 4. Mr. Rhyan Injendi | - Research Officer III |
| 5. Mr. Erick Kiboye | - Accountant |
| 6. Mr. Joseph Otieno | - Audio Officer |
| 7. Mr. John Chege | - SAA III |
| 8. Ms. Alice Nanyama | - Secretary, DSEC |

MIN/SEN/SCLSW/381/2023: PRAYERS

The Chairperson called the meeting to order at 12.10 pm followed with a word of prayer. He thereafter, requested for a round of introductions.

MIN/SEN/SCLSW/382/2023: ADOPTION OF AGENDA

The Agenda of the meeting was adopted having been proposed by Sen. Stewart Madzayo, CBS, MP and seconded by Sen. George Mbugua, MP as follows –

1. Prayers & Introductions;
2. Adoption of the Agenda;
3. **Consideration of the Report of on the UHC Petition concerning the unfair terms and conditions for Universal Health Coverage (UHC) staff and delay in internship posting;**
4. **Consideration of the Report of the Petition concerning unlawful salary deductions by Kenya Women Teachers Association (KEWOTA);**
5. **Consideration of the Report on the Petition concerning First Choice Recruitment and Consultancy Agency;**
6. Any Other Business; and
7. Adjournment/Date of the Next Meeting.

MIN/SEN/SCLSW/383/2023 CONSIDERATION OF THE REPORT OF ON THE UHC PETITION CONCERNING THE UNFAIR TERMS AND CONDITIONS FOR UNIVERSAL HEALTH COVERAGE (UHC) STAFF AND DELAY IN INTERNSHIP POSTING;

1. The Committee was taken through the draft report on the Petition concerning the unfair terms and conditions for Universal Health Coverage (UHC) staff and delay in posting.
2. Upon deliberations, the Committee proposed the following recommendations -
 - i. The Teachers Service Commission to stop deductions to KEWOTA on the salaries of the 8 petitioners and the 171 listed teachers from Taita Taveta County with immediate effect;
 - ii. KEWOTA to undertake a fresh recruitment drive in Taita Taveta County for teachers who wish to be members;
 - iii. The TSC to improve the T-pay system to accommodate both manual and electronic consents;
 - iv. The TSC to improve on their customer and client service especially in complaints and responding to general enquiries; and
 - v. The Director of Criminal Investigations to thoroughly investigate the actions of TSC and KEWOTA on the deduction of salaries of the female teachers of Taita Taveta Counties and prosecute those found culpable.

MIN/SEN/SCLSW/384/2023

**CONSIDERATION OF THE PETITION REPORT
CONCERNING UNLAWFUL SALARY
DEDUCTIONS BY KEWOTA**

1. The Committee was taken through the draft report on the Petition on the KEWOTA.
2. Upon deliberations, the Committee proposed the following recommendations –
 - i. That the Director of Criminal Investigations investigates the allegations further;
 - ii. KEWOTA refunds all the monies deducted from the female teachers;
 - iii. KEWOTA issues consent forms to ensure that teachers join KEWOTA voluntarily despite the process being online;
 - iv. Female teachers should be informed of the benefits of being members of the organization prior to joining KEWOTA; and
 - v. The enrollment process should be both digital and manual to accommodate female teachers who were not able to access technology.

MIN/SEN/SCLSW/385/2023

**CONSIDERATION OF THE REPORT ON THE
PETITION CONCERNING ALLEGED FRAUD
BY THE FIRST CHOICE RECRUITMENT AND
CONSULTANCY AGENCY LTD;**

1. The Committee was taken through the draft report on the Petition concerning First Choice Recruitment and Consultancy Agency.
2. Upon deliberations, the Committee adopts the recommendations of Uasin Gishu County and proposed the following additional recommendations-
 - i. The Board of the National Employment Authority be disbanded and reconstituted upon the tabling of the Committee report;
 - ii. *The Assets Recovery Agency* repossesses the properties owned by First Choice Recruitment and Consultancy Agency Limited, Ms. Judy Jepchirchir and Ms. Faith Wariga Gichuhi in the event that they do not refund all the monies owed to the petitioners, and use the funds to refund the petitioners;
 - iii. The bank accounts of the directors of First Choice Recruitment and Consultancy Agency Limited, Ms. Judy Jepchirchir and Ms. Faith Wariga Gichuhi be frozen by the relevant authorities until the monies owed to the victims are fully recovered;
 - iv. That the passports of the directors of First Choice Recruitment and Consultancy Agency Limited be withheld by the Directorate of Criminal Investigations;
 - v. The Ministry of Labour and Social Protection and the National Employment Authority to issue a public notice in at least two local dailies with

- nationwide circulation directing First Choice Recruitment and Consultancy Agency Limited to cease its recruitment operations with immediate effect;
- vi. First Choice Recruitment and Consultancy Agency Limited and its other closely related and associated agencies to cease any further operations, recruitment, and placement for a period of not less than **five (5) years** and should be closed monitored by DCI;
 - vii. The Ministry of Labour and Social Protection to cease any further operations, recruitment and placement by similar recruitment agencies that the public has raised concerns about upon tabling of the Committee report;
 - viii. The Ministry of Labour and Social Protection to audit and publicise legitimate recruitment agencies in the country in at least two local dailies with nationwide circulation within one month of tabling the Committee report and annually thereafter.
 - ix. The Ministry of Labour and Social Protection to publicise the list of blacklisted recruitment agencies in the country in at least two local dailies with nationwide circulation within one month of tabling the Committee report and annually thereafter.
 - x. Ms. Judy Jepchirchir, Ms. Faith Wariga Gichuhi other directors of First Choice Recruitment and Consultancy Agency Limited be barred from registering or operating or managing any other recruitment agency or company upon tabling of the Committee report;
 - xi. First Choice Recruitment and Consultancy Agency Limited to refund all the petitioners though bankers cheques' only within one month of tabling the Committee report;
 - xii. The Ministry of Labour and Social Protection and the National Employment Authority to strongly enforce the existing measures and ensure agencies adhere to the laid down regulations.
 - xiii. The Commission on Administrative Justice and Ethics and Anti-Corruption Commission (EACC) investigate the involvement of political leaders and business people and the conduct of state and public officers with regard to First Choice Recruitment and Consultancy Agency Limited and report to the Senate within three months upon tabling of the Committee report;
 - xiv. The Office of the Director of Public Prosecutions and the Office of the Inspector General finalize the investigations on the possible illegalities by First Choice Recruitment and Consultancy Agency Limited and institute criminal proceedings against First Choice Recruitment and Consultancy Agency Limited and others if found culpable and report to the Senate within three months of tabling the Committee report;
 - xv. The Commission on Administrative Justice to investigate the law enforcement agencies in Uasin Gishu County who allegedly harassed the petitioners and report to the Senate within three months of tabling the Committee report; and


- xvi. The Office of the Director of Public Prosecutions finalizes the cases of alleged harassment of the petitioners and terminate of cases whose objective was to intimidate petitioners.

MIN/SEN/SCLSW/386/2023 **ANY OTHER BUSINESS**

There was no other business.

MIN/SEN/SCLSW/387/2023 **ADJOURNMENT AND DATE OF THE NEXT MEETING**

The meeting was adjourned at 2.10 pm, in readiness for the next meeting at 3.00 pm.

SIGNED.......... DATE 3-10-23.....
CHAIRPERSON: SEN JULIUS MURGOR RECHA, MP
STANDING COMMITTEE ON LABOUR AND SOCIAL WELFARE



MINUTES OF THE SIXTY SECOND (62ND) MEETING OF THE STANDING COMMITTEE ON LABOUR AND SOCIAL WELFARE HELD ON TUESDAY, 18TH JULY, 2023 AT 10.00 AM IN THE NEW WING RESTAURANT, SMALL DINING ROOM, MAIN PARLIAMENT BUILDINGS.

MEMBERS PRESENT

- | | |
|--|--------------------------------------|
| 1. Sen. George Mungai Mbugua, MP | - Vice-Chairperson (Ag. Chairperson) |
| 2. Sen. Alexander Munyi Mundigi, MP | - Member |
| 3. Sen. Miraj Abdulahi Abdulrahman, MP | - Member |
| 4. Sen. Crystal Kegehi Asige, MP | - Member |

APOLOGIES

- | | |
|---|---------------|
| 1. Sen. Julius Murgor Recha, MP | - Chairperson |
| 2. Sen. (Rtd.) Justice Stewart Madzayo, CBS, MP | - Member |
| 3. Sen. Erick Okong'o Mogeni, SC, MP | - Member |
| 4. Sen. Mohamed Faki Mwinyihaji, MP | - Member |
| 5. Sen. Gloria Orwoba, MP | - Member |

IN ATTENDANCE

- | | |
|----------------------------|-------------------------------------|
| 1. Sen. Johnes Mwaruma, MP | - Senator, Taita Taveta County |
| 2. Dr. Nancy Macharia, CBS | - CEO, TSC |
| 3. Ms. Jane Kimathi | - PA to CEO |
| 4. Mr. Edwiq Musundi | - Legal Officer |
| 5. Ms. Natonina Lentoitoni | - Ag. DS |
| 6. Mr. Cavin Awyuor | - DLLIR |
| 7. Ms. Benta Opande | - CEO, KEWOTA |
| 8. Mr. Daniel Rakon | - Advocate, KEWOTA |
| 9. Ms. Jacinta Ndegwa | - KeWOTA |
| 10. Ms. Tarsila Mwashimba | - Lead Petitioner |
| 11. Ms. Agnes Nyambu | - Petitioner |
| 12. Mr. Lenox Mshila | -KNUT official, Taita Taveta branch |

SECRETARIAT

- | | |
|------------------------|-------------------------------|
| 1. Ms. Mwanate Shaban | - Senior Clerk Assistant |
| 2. Ms. Getrude Nthiri | - First Clerk Assistant |
| 3. Mr. Jeremy Chabari | - Legal Counsel I |
| 4. Ms. Sande Marale | - Principal Research Officer |
| 5. Ms. Lilian Onyari | - Fiscal Analyst |
| 6. Mr. Rhyan Injendi | - Research Officer III |
| 7. Ms. Felistas Mutune | - Media Relations Officer III |
| 8. Mr. John Chege | - SAA |
| 9. Mr. Simon Muinde | - Audio Officer |
| 10. Ms. Swaluha Yusuf | - Protocol Officer III |
| 11. Mr. Onganyi Elphas | - Attachee |

MIN/SEN/SCLSW/300/2023: PRAYERS AND INTRODUCTIONS

The Chairperson called the meeting to order at 10.30 am followed with a word of prayer.

MIN/SEN/SCLSW/301/2023: ADOPTION OF AGENDA

The Agenda of the meeting was adopted having been proposed by Sen. Miraj Abdullahi Abdulrahman, MP and seconded by Sen. Crystal Asige, MP as follows –

1. Prayers & Introductions;
2. Adoption of the Agenda;
3. **Meeting with the Teachers Service Commission, the Kenya Women Teachers Association (KEWOTA) and the Petitioners on the Petition concerning unlawful salary deductions of female teachers by KEWOTA;**
4. Any Other Business; and
5. Adjournment/Date of the Next Meeting.

MIN/SEN/SCLSW/302/2023 MEETING WITH THE TEACHERS SERVICE COMMISSION, THE KENYA WOMEN TEACHERS ASSOCIATION (KEWOTA) AND THE PETITIONERS ON THE PETITION CONCERNING UNLAWFUL SALARY DEDUCTIONS OF FEMALE TEACHERS BY KEWOTA

a) Submissions by the Petitioners

1. Ms. Tarsila Mwashimba, the lead Petitioner explained to the Committee that the Teachers Service Commission has been deducting Kshs. 200 from 171 female teachers in Taita Taveta County since the year 2020;
2. She added that the deductions started at different times and that though Teachers have tried to stop the payments through T-pay, TSC has not responded;

3. She further stated that in her case, the deductions were stopped then started again, and were on and off continuously;
4. She submitted copies of her payslips which showed deductions by the TSC labelled as "SWA";
5. Mr. Lenox Mshila stated that Taita Taveta County has over 132 lady teachers who were affected and they involved the Kenya National Union of Teachers (KNUT) at the headquarters who advised them to effect the stoppage by exiting through T-pay which they did. He complained that the deductions stop then recur; and
6. He added that no consent was given by the teachers to effect the salary deductions to KEWOTA and concluded by stating that the TSC is colluding with KEWOTA to unlawfully deduct the salaries of female teachers and sought the Senate's intervention.

b) Submissions by the Kenya Women Teachers Association (KEWOTA)

Ms. Benta Opande, the Chief Executive Officer submitted as follows-

1. That the lead Petitioner is not a member of KEWOTA;
2. That She could however not confirm whether the lead Petitioner was ever a member of KEWOTA;
3. That Members join the association freely and digitally through T-Pay, and that KEWOTA had no manual form for joining; and
4. That Members could also exit freely through the T-Pay system.

c) Submission by Chief Executive Officer, Teachers Service Commission (TSC)

Dr. Macharia, the CEO - TSC informed the Committee as follows-

1. That TSC has not received any complaint from the 8 petitioners;
2. That Ms. Tarsila is not a member of KEWOTA, having exited on 23rd February, 2023;
3. She could not confirm when Ms. Tarsila joined KEWOTA; and
4. That TSC manages Members third-party salary deductions through T-pay.

d) Committee Observations

1. KEWOTA could not confirm to the Committee when the petitioner joined the Association, and whether she was a Member; and
2. TSC also confirmed that the deduction of the lead petitioners went to KEWOTA.

e) Committee Resolutions

Following deliberations, the Committee resolved that -

1. Specifically, on Ms. Tarsila's and the other eight petitioners' case, both KEWOTA and TSC to confirm on whether they were ever Members, and if they were, to provide comprehensive details on when they joined and exited the Association;
2. The Petitioners to submit the list of the 171 teachers whose salaries have been unlawfully deducted and their details to enable the Committee to follow up;
3. KEWOTA to provide a comprehensive list of their members in Taita Taveta counties from inception up to 30th June, 2023, giving details of their TSC numbers, their dates of joining and dates of exiting KEWOTA where necessary; and
4. That the TSC submits the status of the listed 171 teachers.

MIN/SEN/SCLSW/303/2023

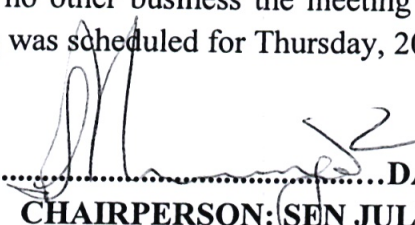
ANY OTHER BUSINESS

There being no other business.

MIN/SEN/SCLSW/304/2023

ADJOURNMENT AND DATE OF THE NEXT MEETING

There being no other business the meeting was adjourned at 12.37 pm. The date of the next meeting was scheduled for Thursday, 20th July, 2023 at 9:00 am.

for: SIGNED..........DATE Thursday, 3rd Aug, 2023
CHAIRPERSON: SEN JULIUS MURGOR RECHA, MP
STANDING COMMITTEE ON LABOUR AND SOCIAL WELFARE



MINUTES OF THE 58TH MEETING OF THE STANDING COMMITTEE ON LABOUR AND SOCIAL WELFARE HELD ON TUESDAY, 27TH JUNE 2023 AT 10.00 AM IN THE NEW WING SMALL DINING ROOM, MAIN PARLIAMENT BUILDINGS

MEMBERS PRESENT

- | | |
|--|--------------------|
| 1. Sen. Julius Murgor Recha, MP | - Chairperson |
| 2. Sen. George Mungai Mbugua, MP | - Vice-Chairperson |
| 3. Sen. Alexander Munyi Mundigi, MP | - Member |
| 4. Sen. Miraj Abdulahi Abdulrahman, MP | - Member |
| 5. Sen. Crystal Kegchi Asige, MP | - Member |

APOLOGIES

- | | |
|---|----------|
| 1. Sen. (Rtd.) Justice Stewart Madzayo, CBS, MP | - Member |
| 2. Sen. Erick Okong'o Mogeni, SC, MP | - Member |
| 3. Sen. Mohamed Faki Mwinyihaji, MP | - Member |
| 4. Sen. Gloria Orwoba, MP | - Member |

IN ATTENDANCE

- | | |
|---------------------------|--------------------------------|
| 1. Sen. Johnes Mwaruma | - Senator, Taita Taveta County |
| 2. MS. Benta Opande | - C.E.O KEWOTA |
| 3. Ms. Jacinta Ndegwa | - National treasurer, KEWOTA |
| 4. Mr. Stephen Onditi | - ICT officer KEWOTA |
| 5. Ms. Josephine Wahome | - ICT coordinator KEWOTA |
| 6. Mr. Daniel Rakoro Ouma | - Advocate, KEWOTA |
| 7. Ms. Tarshila Mwashimba | - Petitioner (Lead) |
| 8. Ms. Agnes Nyambu | - Petitioner |
| 9. Mr. Lenox Mshila | - Petitioner |

SECRETARIAT

- | | |
|------------------------|-------------------------------|
| 1. Ms. Getrude Nthiiri | - First Clerk Assistant |
| 2. Mr. Jeremy Chabari | - Legal Counsel I |
| 3. Mr. Rhyan Injendi | - Research Officer III |
| 4. Ms. Felistas Mutunc | - Media Relations Officer III |
| 5. Mr. Joseph Otieno | - Audio Officer |

- | | |
|------------------------|------------------------|
| 6. Ms. Rosebella Ngesa | - Protocol Officer III |
| 7. Mr. David Barasa | - SAA |
| 8. Mr. William Bosmet | - SAA |
| 9. Mr. Onganyi Elphas | -Attachee |
| 10. Ms. Ann Onsare | - Audio intern |

MIN/SEN/SCLSW/278/2023: PRAYERS AND INTRODUCTIONS

The Chairperson called the meeting to order at 10.05 am followed with a word of prayer. He further requested the participants to make a round of introductions.

MIN/SEN/SCLSW/279/2023: ADOPTION OF AGENDA

The Agenda of the meeting was adopted having been proposed by Sen. Alexander Munyi Mundigi, MP and seconded by Sen. Miraj Abdulahi Abdulrahman, MP as follows;

1. Prayers and Introduction;
2. Adoption of the Agenda;
3. Meeting with the Teachers Service Commission, the Kenya Women Teachers Association (KEWOTA) and the Petitioners on the petition concerning unlawful salary deductions of female teachers by KEWOTA;
4. Any Other Business; and
5. AOB, Adjournment/Date of the Next Meeting.

MIN/SEN/SCLSW/280/2023 MEETING WITH THE TEACHERS SERVICE COMMISSION, THE KENYA WOMEN TEACHERS ASSOCIATION (KEWOTA) AND THE PETITIONERS ON THE PETITION CONCERNING UNLAWFUL SALARY DEDUCTIONS OF FEMALE TEACHERS BY KEWOTA.

The Chairperson informed the Committee that the Teachers Service Commission had written a letter requesting that the Committee to reschedule the meeting to another date. The Committee considered the request and acceded to reschedule the meeting to a later date.

He further informed the Committee that due to the sensitivity of the matter under consideration, the Committee had sought to adjourn the sitting pursuant to Standing Order 222 (2) to seek leave of the Speaker to exclude the public.

Resolution

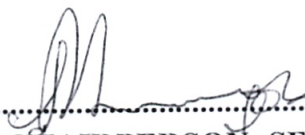
Upon deliberation, the Committee resolved to adjourn the sitting pursuant to Standing Order 222 (2) to seek leave of the Speaker for the meeting of the Committee with the said stakeholders to be held in camera, once reconvened.

MIN/SEN/SCLSW/281/2023 **ANY OTHER BUSINESS (AOB)**

There was no other business,

MIN/SEN/SCLSW/282/2023 **ADJOURNMENT AND DATE OF THE NEXT MEETING**

The meeting was adjourned at 9.27 am, with the date of the next meeting to be on notice.

SIGNED..........DATE Monday, 10th July, 2023.....
CHAIRPERSON: SEN JULIUS MURGOR RECHA, MP
STANDING COMMITTEE ON LABOUR AND SOCIAL WELFARE



MINUTES OF THE FIFTY-SEVENTH (57TH) MEETING OF THE STANDING COMMITTEE ON LABOUR AND SOCIAL WELFARE HELD ON TUESDAY, 27TH JUNE 2023 AT 9.00 AM IN THE NEW WING SMALL DINING ROOM

MEMBERS PRESENT

- | | |
|--|--------------------|
| 1. Sen. Julius Murgor Recha, MP | - Chairperson |
| 2. Sen. George Mungai Mbugua, MP | - Vice-Chairperson |
| 3. Sen. Alexander Munyi Mundigi, MP | - Member |
| 4. Sen. Miraj Abdulahi Abdulrahman, MP | - Member |

APOLOGIES

- | | |
|---|----------|
| 1. Sen. (Rtd.) Justice Stewart Madzayo, CBS, MP | - Member |
| 2. Sen. Erick Okong'o Mogeni, SC, MP | - Member |
| 3. Sen. Mohamed Faki Mwinyihaji, MP | - Member |
| 4. Sen. Crystal Kegchi Asige, MP | - Member |
| 5. Sen. Gloria Orwoba, MP | - Member |

SECRETARIAT

- | | |
|------------------------|-------------------------------|
| 1. Ms. Getrude Nthiiri | - First Clerk Assistant |
| 2. Mr. Jeremy Chabari | - Legal Counsel I |
| 3. Mr. Rhyan Injendi | - Research Officer III |
| 4. Ms. Felistas Mutunc | - Media Relations Officer III |
| 5. Mr. Joseph Otieno | - Audio Officer |
| 6. Ms. Rosebella Ngesa | - Protocol Officer III |
| 7. Mr. John Chege | - SAA III |
| 8. Mr. Onganyi Elphas | - Attachee |
| 9. Ms. Ann Onsare | - Audio Intern |

MIN/SEN/SCLSW/273/2023: PRAYERS AND INTRODUCTIONS

The Chairperson called the meeting to order at 9.05 am followed with a word of prayer.

MIN/SEN/SCLSW/274/2023: ADOPTION OF AGENDA

The Agenda of the meeting was adopted having been proposed by Sen. Miraj Abdulahi Abdulrahman, MP and seconded by Sen. Alexander Munyi Mundigi, MP as follows-

1. Prayers and Introduction;
2. Adoption of the Agenda;
3. Briefing on the Petition concerning unlawful salary deductions of female teachers by KEWOTA (Committee Paper No. 21);
4. Any Other Business; and
5. AOB, Adjournment/Date of the Next Meeting.

MIN/SEN/SCLSW/275/2023

BRIEFING ON THE PETITION CONCERNING UNLAWFUL SALARY DEDUCTIONS OF FEMALE TEACHERS BY KEWOTA (COMMITTEE PAPER NO. 21)

The Committee was taken through Committee Paper No. 21 on the Petition concerning unlawful salary deductions of female teachers by Kenya Women Teacher Association (KEWOTA).

The Committee noted that the Petitioners, the Teachers Service Commission and the Kenya Women Teachers Association had been invited to the meeting scheduled for 10:00 am.

MIN/SEN/SCLSW/276/2023

ANY OTHER BUSINESS (AOB)

There was no other business.

MIN/SEN/SCLSW/277/2023

ADJOURNMENT AND DATE OF THE NEXT MEETING

The meeting was adjourned at 9.27 am. The next meeting was scheduled for the same day at 10.00 am.

SIGNED.......... DATE Monday, 10th July 2023.....

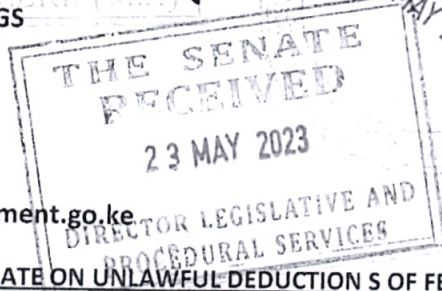
**CHAIRPERSON: SEN JULIUS MURGOR RECHA, MP
STANDING COMMITTEE ON LABOUR AND SOCIAL WELFARE**

23 MAY 2023

THE CLERK OF THE SENATE
PARLIAMENT BUILDINGS
P.O. BOX 41842-00100,
NAIROBI.

EMAIL: cSenate@parliament.go.ke

RE: PETITION TO THE SENATE ON UNLAWFUL DEDUCTIONS OF FEMALE TEACHERS SALARIES BY KENYA WOMEN TEACHERS ASSOCIATION (KEWOTA).



Ms. A. Macharia
Please process
23/5/2023

DLPS
23/5/23

Please deal
23/5/23

We the undersigned;

Citizens of the republic of Kenya, being representatives of female teachers from Taita Taveta County employed by Teachers Service Commission (TSC), wish to present this petition to the senate on behalf of ourselves and also on behalf of 171 female teachers.

We humbly draw the attention of the senate on the following:

1. THAT Teachers Service Commission (TSC) has been colluding with Kenya Women Teachers Association (KEWOTA) to unlawfully deduct 200 shillings monthly subscription fees from over 171 female teacher's salaries without their consent since 2019.
2. THAT the teachers have never signed any agreements with KEWOTA to join the Association or authorize it to make any monthly subscription deductions from their salaries.
3. THAT by forcefully recruiting members to join the association, KEWOTA contravened the constitution which contemplates that joining a union or any association MUST be voluntary.
4. THAT TSC committed an economic crime by colluding with KEWOTA to deduct 200 shillings from female teachers every month who are not members of KEWOTA.
5. THAT the affected teachers have been writing to TSC by themselves and through their Kenya National Union of Teachers (KNUT) to stop the deductions without success.
6. THAT in some instances, TSC stopped the deductions for a while but were later effected again.
7. THAT teachers have a right not to be economically exploited by its employer in collaboration with KEWOTA.
8. THAT the members have made every effort to resolve the matters raised in this petition but have proved futile.
9. THAT there is no case pending in a court of law, constitutional or any other legal body on the matters raised in this petition.

HEREFORE your humble petitioners pray that the senate through its relevant committee:

1. Finds that TSC has been unlawfully deducting monthly membership subscription fees from the female teachers on behalf of KEWOTA and recommends that:
 - a) The deductions be stopped forthwith.

Ms. Mwangi
Please process
the petition in
line with the
SDs.
A. Macharia
23/5/2023

PETITION TO THE SENATE ON UNLAWFUL DEDUCTIONS OF FEMALE TEACHERS SALARIES BY KENYA WOMEN TEACHERS ASSOCIATION (KEWOTA).

- b) All the money deducted be refunded forthwith with accruing interest.
2. Finds that Teachers Service Commission (TSC) and Kenya Women Teachers Association (KEWOTA) committed an economic crime and recommend that they be investigated by Ethics and Anti-corruption Commission and the Directorate of Criminal Investigations for possible prosecution.
 3. Finds that the membership of Kenya Women Teachers Association (KEWOTA) is null and void for lack of free consent of the members to belong to it.
 4. Advice Kenya Women Teachers Association (KEWOTA) to do a fresh Membership recruitment drive which is within the law.
 5. Takes any other appropriate action it deems fit.

And your Petitioners will ever pray.

Dated this 20th day of April 2023..

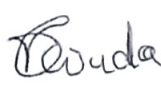
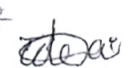

COUNTERSIGNED BY:

HON SENATOR JOHNES MWARUMA






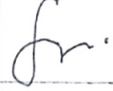

SENATOR FOR TAITA TAVETA COUNTY.

SIGNED:

NAME	IDENTITY CARD NUMBER	ADDRESS	MOBILE PHONE NUMBER	SIGNATURE
Tarsila Muwashimba	13824707	1024-80304 WUNDANYI	0725517 239	
HALLENCIA CHARI	23597968	87 VOI	0728876507	
FLORENCE MWASI	10754207	16 VOI	0722977034	

PETITION TO THE SENATE ON UNLAWFUL DEDUCTIONS OF FEMALE TEACHERS SALARIES BY KENYA WOMEN TEACHERS ASSOCIATION (KEWOTA).

SIGNED:

NAME	IDENTITY CARD NUMBER	ADDRESS	MOBILE PHONE NUMBER	SIGNATURE
MISHI OMAR	10234484	42 TAVETA	07216912- 87	
AGATHA MULI MBITI	25888738	6, MWATATE	0725996- 754	
ELINE MKAZALA	8522937	23, MWATATE	0717172- 447	
TABITHA NYAMBANG NYABOSA	23704532	102 TAVETA	0721703- 179	
AGNES NYAMBU	10396963	1093 WUNDANYI	0712758- 550	

REPUBLIC OF KENYA

Telegraphic Address
'Bunge', Nairobi
Telephone 2848000
Fax: 2243694
E-mail: clerk.senate@parliament.go.ke



The Senate
Clerk's Chambers
Parliament Buildings
P. O. Box 41842 -00100
NAIROBI, Kenya

PARLIAMENT
OFFICE OF THE CLERK OF THE SENATE

SEN/DSEC/SCLSW/2023/119

16th June, 2023

Dr. Jamleck Muturi,
Commission Chairman,
Teachers Service Commission,
NAIROBI.

Dear Sir,

**RE: PETITION REGARDING UNLAWFUL SALARY DEDUCTIONS OF FEMALE
TEACHERS BY THE KENYA WOMEN TEACHERS ASSOCIATION
(KEWOTA)**

The Senate Standing Committee on Labour and Social Welfare is established under standing order 228(3) of the Senate Standing Orders. The Committee is mandated to consider all matters related to manpower and human resources planning, pension, gender, culture and social welfare, youth, National Youth Service, children's welfare; national heritage, betting, lotteries and sports, public entertainment, public amenities and recreation.

At its meeting held on Thursday, 8th June, 2023, the Committee considered the Petition regarding unlawful salary deductions of female teachers by the Kenya Women Teachers Association (KEWOTA), and resolved to invite you to a meeting to respond to the allegations raised in the Petition.

The purpose of this letter is therefor to –

1. Request you to submit a comprehensive response to the issues raised in the Petition as indicated in our earlier letter, on or before **Monday, 26th June, 2023**. The response may be sent **by email**, on the address clerk.senate@parliament.go.ke and copied to laboursocialwelfarecomm.senate@parliament.go.ke; and
2. Invite you to appear before the Committee on **Tuesday, 27th June, 2023, at 10.00 am**, in the **Senate Chamber, Main Parliament Buildings**. You may be accompanied to the meeting by any person you deem necessary to assist you in responding to the information sought by the Committee.

Ms. Mwanate Shaban, Senior Clerk Assistant (Cell Number- 0726953257; Email: mwanate.shaban@parliament.go.ke), is the Clerk to the Committee and is responsible for all arrangements relating to this matter.

Yours faithfully,

For: 
J. M. NYEGENYE, CBS,
CLERK OF THE SENATE.

Copy to: **Dr. Nancy Macharia, CBS,**
Commission Secretary,
Teachers Service Commission,
NAIROBI.

Sen. Mwaruma Johnes, MP,
Senator, Taita Taveta County,
Main Parliament Buildings,
NAIROBI.

Annex 1

TO

THE SENATE DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE.

PARLIAMENT BUILDINGS

P.O.BOX 41842-00100,

NAIROBI.

FROM:TAITA TAVETA COUNTY WOMEN TEACHERS REPRESENTATIVES(PETITIONERS)

27/6/2023

RE: PETITION TO THE SENATE ON UNLAWFUL DEDUCTIONS OF FEMALE TEACHERS SALARIES BY KENYA WOMEN TEACHERS ASSOCIATION (KEWOTA).

LIST OF DOCUMENTS.

Kindly find the following attached documents in support of the above referenced subject matter for your reference.

	DOCUMENT NAME	NUMBER OF ANNEX
1	Memorandum by petitioners	ANNEX 1
2.	List of petitioners	ANNEX 2
3.	Copies of Letters by individual teachers requesting Tsc to stop deductions from individual teachers salaries	ANNEX 3
4	Copies of Letters by Kenya National Union of Teachers (KNUT) Taita Taveta Branch to TSC requesting it to stop deducting teachers salaries.	ANNEX 4
5	Copies of pay slips showing deductions, stoppage of the same and resumptions of the deductions.	ANNEX 5
6	Copy of petition	ANNEX 6

MEMORANDUM ON

ON UNLAWFUL DEDUCTIONS OF FEMALE TEACHERS SALARIES BY
KENYA WOMEN TEACHERS ASSOCIATION (KEWOTA).

SUBMITTED TO

THE SENATE DEPARTMENT COMMITTEE ON LABOUR AND SOCIAL
WELFARE.

SUBMITTED BY

PETITIONERS REPRESENTATIVES

SUBMITTED ON 27/6/2023

TO

THE SENATE DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE

PARLIAMENT BUILDINGS

P.O.BOX 41842-00100,

NAIROBI.

FROM:TAITA TAVETA COUNTY WOMEN TEACHERS REPRESENTATIVES(PETITIONERS)

27/6/2023

RE: MEMORANDUM ON UNLAWFUL DEDUCTIONS OF FEMALE TEACHERS SALARIES IN TAITA TAVETA COUNTY BY KENYA WOMEN TEACHERS ASSOCIATION (KEWOTA).

We the undersigned persons representing ourselves and other petitioners on the above referenced petition, wish to present this memorandum to you. The memorandum is aimed at giving you more information to enable you to deal with the petition we submitted to you.

BACKGROUND INFORMATION

From 2019 to date, Teachers Service Commission (TSC) has been deducting 200 shillings monthly subscription fees from over 171 female teacher's salaries in Taita Taveta county (the list of the teachers is marked 'ANNEX 2).The said deductions are indicated as 'SWAS ' in the pay slips of the said teachers. The deductions were effected at different times for different teachers in 2019.Kindly refer to the highlighted part of the pay slips in Annex 5a and 5b in the list of documents. Surprisingly, the said deductions have never been authorized by the affected teachers. To add insult to injury, the affected teachers have never joined the so called KENYA WOMEN TEACHERS ASSOCIATION (KEWOTA).

Under normal circumstances, such deductions ought to be authorized by the teachers affected through the signing of an agreement with the Association. All the affected teachers have never signed any agreement to join it or to authorize TSC to deduct any monies whatsoever infavour of KEWOTA.

The petitioners are wondering about the interest TSC has in KEWOTA that makes them to deduct teachers' salaries without their consent. The effect of this is that every month teachers' disposable incomes are reduced by 200 shillings. This is very unfair. On the other hand, KEWOTA with the assistance of TSC unlawfully earns over 34,200 (171x200) shillings every month from over 171 female teachers in the county which translates to 410,400 shillings per year (34,200 x12).

REQUESTS TO TSC TO STOP THE DEDUCTIONS

Letters by individual teachers

Most of the affected teachers wrote letters to TSC through their head teachers and through email to stop the deductions as can be seen in ANNEX 3a and 3b.Some stopped it through T-pay as exhibited in ANNEX 3c but in vain.

Letters by Kenya National Union of Teachers (KNUT) Taita Taveta Branch

Taita Taveta county KNUT Branch wrote letters to TSC on behalf of the affected teachers requesting TSC to stop deducting teachers' salaries without success. Copies of such letters are attached and marked 'ANNEX'4.

STOPPAGE OF DEDUCTIONS

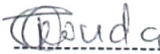
Following request by some teachers to stop further deductions on their salaries, TSC heeded their calls and indeed did stop it but resumed the deductions after some time. Copies of Pay slips of some of the affected teachers showing the deductions, stoppage of the same and its resumption is attached. Kindly see ANNEX 5c.

OUR PRAYERS

We kindly request you to grant all the prayers in our petition.

Thank your in advance.

Yours faithfully



Tarsila Mwashimba



Agnes Nyambu.

Annex 2

KNUT TAITA TAVETA BRANCH
ERRONEOUS KEWOTA DEDUCTIONS

S/NO	TSC NO.	NAME
1	540857	JENIPHER MWASHAGA
2	243741	HAZEL SHALI CHOMBO
3	464596	MAGDALENE MGHOI MWAMBURI
4	764922	HALIMA HAMISI RANZUGA
5	549295	WINNIE MAKUMBO KIRIGHA
6	274992	MATILDA L MWAKIMA
7	200359	JANETH BOMBO
8	319262	VALENTINW MBALA MWADULO
9	409460	BETTY WALOWE NYANGE
10	409527	MARTHA M. MWAKIO
11	466455	IRENE MERCY W. KISAKA
12	458487	HELEN R. M. NJUMWA
13	311168	JANETH A. ADOMA
14	448688	AGNES U. NYALE
15	546122	PETRONILA M. KIOKO
16	409531	JANET MWANDISHA
17	316948	JANE MNYASA
18	506640	JOYCE RUMA
19	496276	FRIDAH M. MWADIME
20	385822	DOROTHY WANJALA MWADIME
21	783388	HELLEN KAWIRA
22	641423	SERAPHINE NTHENYA KAMAMI
23	456693	DEBORAH WABOSHA MLATI
24	320232	CAROLINE MUTHONI WANJAU
25	243648	CLARA MRUDE MWACHIA
26	666367	NYONGESA RUTH NAMULUNDA
27	528737	AGATHA MULI MBITI
28	309372	FLORENCE W. MWASI
29	369636	GINORA MWANG'OMBE
30	493426	NANCY KEMUNTO OMWANZA
31	213875	AGNES MGHOI MASAHA
32	369092	MAURINE MKAMBOI KOMBO
33	571454	MAGGIE W. MWANGOMBE
34	409442	SOPHIE W. MBULAH
35	307502	MARY KIWINDA
36	367077	MWALIMO BEATRICE
37	378394	DORCAS MZAE
38	425075	HILDAH MANGA MWAMSINDO
39	449337	SHEILA MSHAI MDALI
40	476564	NOELA MWAMKUU
41	679720	SARAH GACERI MUGAMBI
42	617574	WINFRED NYIVA
43	682417	JOSEPHINE MBITHE MUINDI

44	697226	NJERI NJUGUNA
45	308957	MARTHA W. MANYONGI
46	704679	IRENE MANGA MALUSHA
47	277915	PHIDILIAH NJORE
48	381069	LUCY SAMBA MWAKULILA
49	428880	MARGARET MUTHEU MWANIKI
50	660218	PAULINE KOKI KIMANZI
51	497445	MATILDA W. WAMBUA
52	655752	MANG'ENG'E MAGDALENE KATUKU
53	507854	GLADYNESS W. MGHENDI
54	681288	MARGARET MKALUMA MWAPOA
55	459212	NAOM M. NDEMWA
56	508073	BEATRICE S. MCHALONGO
57	528772	JAMILIA WAKIO SAMBA
58	290638	AGNES WANJAZI NYANGE
59	368003	RINAH KIWASI
60	528718	ALICE I. MWAKANGALU
61	560592	IRENE NDINDA MUSYA
62	432378	CONCECER KIJALA MJOMBA
63	561491	JENIFER M. MUTUA
64	568475	MARGARET L. WUGHANGA
65	486223	REDEMTA WAWUDA NGANYI
66	553211	LILIAN M. MWAWAKE
67	308045	LYDIAH WAMBUGHA MAGHANGA
68	346735	SALOME MWACHARO
69	529886	EMILY W. MSHIMBA
70	371006	PHOEBE MWATIBO
71	768754	RODE BOCHABERI OGENDI
72	290639	DENICE MWAPEA
73	409463	ALICE CHAO MEJIRO
74	495358	ADELLA MWASARU
75	709247	MIRIAM KHASO MWAMOSE
76	460930	LUCY WAKIO MWAGHOGHO
77	661227	MESAIDI HASSAN MWIJAKA
78	663450	HILDA MILAMBO YONGO
79	743232	PENINAH NDUKU MWANGANGI
80	430937	EUNICE SALDA KINYILI
81	382645	CLEMENCE MWANDAWIRO
82	379597	TARSILA WAWUDA MWASHIMBA
83	757046	JOYCE BAHATI NGALAA
84	716754	NAOMI WAITHIRA WAITHAKA
85	209338	PRUDENCE KAMBE MWAMBI
86	757834	CHRISTINE SALAMA KATANA
87	528759	ELINA W. MWALOKO
88	722670	AGNES KAMENE KASAMU
89	243711	EDAIDE WALEGWA KWARIA
90	551275	MARY MUTHESYA MUTUA
91	371018	MARTINAH MGHARO MWAWASI

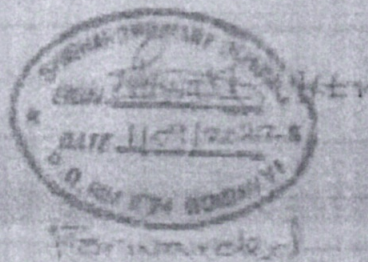
140	602449	CHRESENCIA SAMBA MGHANA
141	529834	CAROLINE ELINAH MWASINGO
142	209325	ACHSAH KACHILA
143	451028	SELLINA M. LUGHANO
144	409520	AGNES NYAMBU
145	498731	PERIS W. MWADIME
146	376553	SLESTINA NDAMU
147	423448	CECILIA MWASHIGHADI
148	445175	APPOLONIA MANGA MWANINGO
149	384539	EMILY MKAKODI NYINGI
150	428026	JANET SAU TOLE
151	496277	PATRICIA M. KALA
152	441931	RODAH S. KOSEN
153	409452	MWANG'OMBE R. WAVUA
154	241768	NANCY W. KIHARA
155	449804	MATILDA MALEMBA MGHANGA
156	325777	NDITA CHRISTINE MUSA
157	641389	EUNICE NDANU MUOKA
158	805779	EGA MASUDI
159	486066	MAUREEN M. LOSINA
160	492917	APPOLONIA ATIENO ARWA
161	665030	MARGARET M. LUMUNGE
162	575539	JANE KAVINYA MUIYA
163	383039	ROSE M. ONYANGO
164	549738	STELLAMARIS M. MUTISYA
165	553372	WINFRED MBULA MAWEU
166	672531	CECILIA K. MUOKA
167	530913	FLORENCE CHAO MGEMI
168	681404	ELIZABETH SALAMA
169	752024	CAROLLYNE M. MWOLOLO
170	429112	DIANAH K. MWANYIKA
171	656341	VERONICAH NGANGI

Annex 3u

SHIPPED REGISTERED
PO BOX 1024 KENYA
KILIMONDO
17 SEPTEMBER 2022

TO
THE SECRETARY,
TEACHERS SERVICE COMMISSION (TSC)
P.O. PRIVATE BAG
NAIROBI

THROUGH
THE HEADTEACHER,
SHIPPED PRIMARY SCHOOL,
P.O. BOX 1024 KENYA
KILIMONDO



Dear Madam

RE: ERRONEOUS DEDUCTION

I, Jansila Wanjala Mwanjama, TSC No. 371597 do hereby air for unpaid air charges of KSh 2000 (two hundred shillings) being deducted from my salary for 2022 (Kenya) as I have never authorized the same. My action deduction remains null and void from now.

Yours affected
Jansila

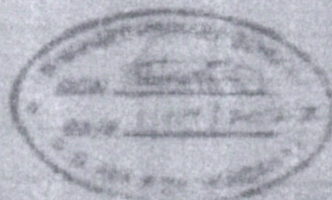
JANSILA WANJALA MWANJAMA
TSC No. 371597

Annex 9

THE HONORABLE
SPEAKER OF THE HOUSE
WASHINGTON, D.C.

THE HONORABLE
SPEAKER OF THE HOUSE
WASHINGTON, D.C.

THE HONORABLE
SPEAKER OF THE HOUSE
WASHINGTON, D.C.



Presented

THE HONORABLE
SPEAKER OF THE HOUSE
WASHINGTON, D.C.

I am writing to you regarding the...
...of VA 200 (the...)

Very sincerely,
Your official

Signature
Name

FB C 80 25245

Annex 3a

TASSILA MASHAMBA
SHIGHARO PRI SCHOOL
P.O. BOX 1024-80304
WUNDANYI
21-2-2023

TO
THE SECRETARY,
TEACHERS SERVICE COMMISSION,
P.O. BOX PRIVATE BAG
NAIROBI

THRO'
THE HEADTEACHER,
SHIGHARO PRIMARY SCHOOL,
P.O. BOX 1024-80304,
WUNDANYI



forwarded.

Dear Madam,

RE: KEWOTA DEDUCTIONS

I, Tassila Mawuda Mwashumba, would like to stop deductions from Kewota since I have never requested to be a member. I have stopped the deductions online already.

Thank you.

Yours faithfully,
Tassila

TASSILA MAWUDA MASHAMBA
TSC 279597

36

rwachia@yahoo... Yesterday
to info@tsc.go.ke



From: rwachia@yahoo.com

To: info@tsc.go.ke

Date: Mar 7, 2023, 5:00 PM

Voi primary school
PO BoX 16_80300
7th March 2023

RE:REQUEST TO STOP FURTHER KEWOTA
DEDUCTION.

ROSE WACHIA MWABILI
TSC number 256244
ID number 9079621

08 MAR 2023



36

Kewota Inbox



Phenny Mwamba Yesterday
to info ^



From: Phenny Mwamba -
 phenny.mwamba634@gmail.com
 To: info@tsc.go.ke
 Date: Mar 7, 2023, 4:23 PM
[View security details](#)

VOI PRIMARY SCHOOL
 P.O.BOX 16 80300
 6TH MARCH 2023

RE:REQUEST TO STOP FURTHER KEWOTA
 DEDUCTION

08 MAR 2023

Phenny

Reply

Reply all

Forward

←

↓ 🗑️ ✉️ ⋮

KEWOTA Inbox

36

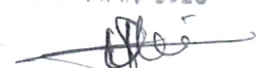
 Eltruda Mghoi 8:16 AM
to info ▾

← ⋮

VOI PRIMARY SCHOOL
PO BOX 16-80300
7/3/2023

RE: REQUEST TO STOP FURTHER KEWOTA
DEDUCTION

ELTRUDA MGHOI MWASHIGHADI
TSC NO 468487.

08 MAR 2023


info@tsc.go.ke 12:11 PM

Self exit from the welfare through the
portal. Make sure you wait for the whole

Tap to edit a reply

Thank you, I
will do that.

Noted with
thanks.

Ok, will do
that.

↩ Reply

↩ Reply all

➡ Forward

Annex 3b

nfo@tsc.go.ke <info@tsc.go.ke>

Fri, Feb
24,
4:24 PM

to me

We acknowledge receipt of your email.

The matter is being addressed and will be communicated to you in due course.

Regards,

TSC.



Teachers Service Commission

TSC House, Upper Hill Nairobi along Kilimanjaro Road

Private Bag, 00100 Nairobi, KENYA Telephone 2892000

info@tsc.go.ke

Annex 3C

Running Transaction(s) Approve Transaction(s) Stop Transaction(s)

No	Ded Type	Amount	Balance	Ref Account	Status
1	SacL: Taita Taveta Te	33,615.00	2,857,275.00	1033795970322	RUNNING
2	SacS: Taita Taveta Te	3,200.00	558,300.00	.TAITA	RUNNING
3	SacR: Taita Taveta Te	200.00	0.00	.TAITA	RUNNING
4	SwaS:	200.00	1,000.00	202209584	STOPPED
5	SwaS: KNUT - Union Du	1,078.85	11,867.46	20220331001	RUNNING
6	SwaS: KNUT SWA - Tait	200.00	27,900.00	BBFUND	RUNNING

Original text

Contribute a better translation

30

tpay.tsc.go.ke/tp/v

T-PAY ID: 468487

Id	Type	Amount	Balance	Ref Account	Status
1	Swid	3,000.00	4,000.00	000014	RUNNING
2	Swid	200.00	2.00	000014	RUNNING
3	Swid	200.00	1,000.00	202209134	STOPPED
4	Swid	4,000.00	4,000.00	000014	RUNNING
5	Swid	200.00	10,000.00	000014	RUNNING

10/03/23

Handwritten signature

30

Transaction Summary for Transaction ID: 82470000000000000000

No.	Det. Type	Amount	Balance	Ref. Account	Status
1	Card Bury Commerce	41,000.00	423,471.00	21000002089500	RUNNING
2	Card Taita Taveta Co	19,171.00	472,466.00	82,0486930123	RUNNING
3	Card Taita Taveta Co	1,100.00	672,326.00	000014	RUNNING
4	Card Taita Taveta Co	200.00	6,00	000014	RUNNING
5	Card Taita Taveta Co	1,000.00	1,000.00	000014	RUNNING
6	Card ENI Dhara Dc	1,000.00	1,000.00	00,00031001	RUNNING
7	Card ENI Taita	1,000.00	1,000.00	000014	RUNNING

08 MAR 2023

(Signature)



Annex 4

THE KENYA NATIONAL UNION OF TEACHERS

TAITA - TAVETA BRANCH
BRANCH OFFICE
MWANYUMBA'S BUILDING
SOKO YAZAMANI - MWATATE

P.O. BOX 1065
Wundanyi, Kenya (E.A)
Tel: 043-2030021
Telegrams: K.N.U.T

27TH MARCH, 2023.

REF: KNUT/TTA/A.103/10/2023

THE C.E.O
TEACHERS SERVICE COMMISSION, (TSC)
PRIVATE BAG - 00100
NAIROBI.
THRO'
THE TSC COUNTY DIRECTOR,
TAITA TAVETA COUNTY
P.O BOX 251,
MWATATE.

Dear Sir/Madam,

REF: REQUEST TO STOP FURTHER KEWOTA DEDUCTION.

The matter refers:-

There has been an outcry by the Taita – Taveta County Lady teachers following the enacted 200-shillings deduction on their payslips every month without their CONSENT.

Many of them have either written or emailed to your able office for stoppage but the deductions still continues. They have also stopped the transaction through the T-pay but in vain.

It is out of this concern our office writes to you to kindly help in this matter and stop the deductions for the 281 members as per the list attached.

Yours at service.

LENOX MSHILA

BRANCH EXECUTIVE SECRETARY.



Annex 4

THE KENYA NATIONAL UNION OF TEACHERS

TAITA - TAVETA BRANCH
BRANCH OFFICE
MWANYUMBA'S BUILDING
SOKO YA ZAMANI - MWATATE

P.O. BOX 1065
Wundanyi, Kenya (E.A)
Tel: 043-2030021
Telegrams: K.N.U.T

27TH FEBRUARY, 2023.

REF:KNUT/TTA/A.103/06/2023.

THE SECRETARY GENERAL,
KNUT HQ'S,
P.O BOX 30407 - 0100
NAIROBI

Dear Sir,

RE: ERRONEOUS KEWOTA DEDUCTION.

We are writing to inform your office that the Taita Taveta Branch lady teachers with their family members are still very dissatisfied with the unstoppable KEWOTA deductions.

On 13th October 2022, we presented a list of 147 members to your office together with their stoppage letters however the deductions have continued to date.

This office has become unbearable especially when the affected members are demanding to know how their payslips were affected without their consent and how KNUT is helping them on the same.

During our Full BEC meeting held on the 16th February 2023 we resolved that KEWOTA should stop their deductions henceforth until and after their leaders come for sensitization and official registration of willing members on the ground.

We believe your office is very capable in solving this pertinent issue in Taita - Taveta Branch. Meanwhile we identified their representative in the branch.

Yours in service,

LENOX MSHILA

BRANCH EXECUTIVE SECRETARY.

Teachers Service Commission - Teachers
 Pay Slip Copy(September-2019)



V3 0038 12 0101 0047.554515 20230623075323

Roll-Num. 554515 Miss Nzwili Franciscah Mueni

Id No: 554515


Location: Taita-taveta: Mbaura Pri Sch14701-6-4090

RoD:

From: JUN-2042 Desig: Primary Teacher II


Age: 41 yrs(P&P) Tax-PIN: A003878096V

KCB - Wundanyi

Basic Salary		26,008.00
Rental House Allowance		3,200.00
Commuter Allowance		4,000.00
TAL Earnings		33,208.00
WaS: (800.00)		-200.00
WYE Auto (1,408.00)		-3,424.45
WIF Auto		-900.00
WcS: Taita Taveta Te (118,400.00)		-3,200.00
WcR: Taita Taveta Te		-200.00
TAL Deductions		-7,924.45
TT Pay: September-2019		25,283.55

Station: Taita-taveta: Msangarinyi Pri Sch14701-6-4103
RoD: 04-JUL-2029 Desig: Senior Teacher IIb
ID-Num: 10396963 Tax-PIN: A003069255X 54 yrs(
P&P)

FOSA - Qwetu Sacco

Basic Salary		31,956.00
Rental House Allowance		4,200.00
Commuter Allowance		4,000.00
TOTAL Earnings		40,156.00
SwaS: (200.00)		-200.00
SwaS: KNUT SWA - Tait (20,500.00)		-200.00
InsP. Pan African Insurance (81,760.00)		-511.00
PAYE Auto (1,408.00)		-5,048.25
NHIF Auto		-1,000.00
SacL: Taita Taveta Te (685,791.00)		-9,939.00
SacS: Taita Taveta Te (356,700.00)		-3,200.00
SacR: Taita Taveta Te		-200.00
TOTAL Deductions		-20,298.25
NETT Pay: December-2019		19,857.75

Teachers Service Commission - Teachers*Pay Slip Copy(January-2020)*

V3.0038.12.0101-0047.379597.20230619074702



Payroll-Num: 379597 Miss Mwashimba Tarsila
Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch14701-6-
4077 RoD: 03-SEP-2035 Desig: Senior
Teacher I

ID-Num: 13824707 Tax-PIN: A002917850I 47
yrs(P&P)

FOSA - Qwetu Sacco

Basic Salary	49,912.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
Leave Travel Allowance	6,000.00
TOTAL Earnings	74,912.00
SwaS: (200.00)	-200.00
SwaS: KNUT SWA - Tait (20,700.00)	-200.00
PAYE Auto (1,408.00)	-15,129.90
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (2,300,834.00)	-33,046.00
SacS: Taita Taveta Te (443,100.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-53,375.90
NETT Pay: January-2020	21,536.10

Annex 56
2020

Teachers Service Commission - Teachers*Pay Slip Copy(January-2021)*

V3.0038.12.0101-0047.379597.20230619093907



Payroll-Num: 379597 Miss Mwashimba Tarsila
Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch14701-6-
4077 RoD: 03-SEP-2035 Desig: Senior
Teacher I

ID-Num: 13824707 Tax-PIN: A002917850I 47
yrs(P&P)

FOSA - Qwetu Sacco

Basic Salary	53,943.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
Leave Travel Allowance	6,000.00
TOTAL Earnings	78,943.00
SwaS: KNUT SWA - Tait (23,100.00)	-200.00
PAYE Auto (2,400.00)	-16,066.25
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (1,904,282.00)	-33,046.00
SacS: Taita Taveta Te (481,500.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-54,112.25
NETT Pay: January-2021	24,830.75

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2021

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Teachers Service Commission - Teachers*Pay Slip Copy(February-2021)*

V3.0038.12.0101-0047.379597.20230619094138

Payroll-Num: 379597 Miss Mwashimba Tarsila
Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch14701-6-
4077 RoD: 03-SEP-2035 Desig: Senior
Teacher IID-Num: 13824707 Tax-PIN: A002917850I 47
yrs(P&P)

FOSA - Qwetu Sacco

Basic Salary	53,943.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
TOTAL Earnings	72,943.00
SwaS: KNUT SWA - Tait (23,300.00)	-200.00
InsP: Madison Insurance (2,649.00)	-2,649.00
PAYE Auto (2,400.00)	-14,266.25
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (1,871,236.00)	-33,046.00
SacS: Taita Taveta Te (484,700.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-54,961.25
NETT Pay: February-2021	17,981.75

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Teachers Service Commission - Teachers*Pay Slip Copy(April-2021)*

V3.0038.12.0101-0047.379597.20230619094432



Payroll-Num: 379597 Miss Mwashimba Tarsila
Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch14701-6-

4077 RoD: 03-SEP-2035 Desig: Senior

Teacher I

ID-Num: 13824707 Tax-PIN: A002917850I 47
yrs(P&P)

FOSA - Qwetu Sacco

Basic Salary	53,943.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
TOTAL Earnings	72,943.00
SwaS: KNUT SWA - Tait (23,700.00)	-200.00
InsP: Madison Insurance (7,947.00)	-2,649.00
PAYE Auto (2,400.00)	-14,266.25
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (1,805,144.00)	-33,046.00
SacS: Taita Taveta Te (491,100.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-54,961.25
NETT Pay: April-2021	17,981.75

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Teachers Service Commission - Teachers*Pay Slip Copy(May-2021)*

V3.0038.12.0101-0047.379597.20230619094507



Payroll-Num: 379597 Miss Mwashimba Tarsila
Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch14701-6-
4077 RoD: 03-SEP-2035 Desig: Senior
Teacher I

ID-Num: 13824707 Tax-PIN: A002917850I 47
yrs(P&P)

FOSA - Qwetu Sacco

Basic Salary	53,943.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
TOTAL Earnings	72,943.00
SwaS: KNUT SWA - Tait (23,900.00)	-200.00
InsP: Madison Insurance (10,596.00)	-2,649.00
PAYE Auto (2,400.00)	-14,266.25
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (1,772,098.00)	-33,046.00
SacS: Taita Taveta Te (494,300.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-54,961.25
NETT Pay: May-2021	17,981.75

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Teachers Service Commission - Teachers*Pay Slip Copy(June-2021)*

V3.0038.12.0101-0047.379597.20230619094602



Payroll-Num: 379597 Miss Mwashimba Tarsila
Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch14701-6-
4077 RoD: 03-SEP-2035 Desig: Senior
Teacher I

ID-Num: 13824707 Tax-PIN: A002917850I 47
yrs(P&P)

FOSA - Qwetu Sacco

Basic Salary	53,943.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
TOTAL Earnings	72,943.00
Swas: KNUT SWA - Tait (24,100.00)	-200.00
InsP: Madison Insurance (13,245.00)	-2,649.00
PAYE Auto (2,400.00)	-14,266.25
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (1,739,052.00)	-33,046.00
SacS: Taita Taveta Te (497,500.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-54,961.25
NETT Pay: June-2021	17,981.75

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Teachers Service Commission - Teachers*Pay Slip Copy(July-2021)*

V3.0038.12.0101-0047.379597.20230619094634

Payroll-Num: 379597 Miss Mwashimba Tarsila
Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch14701-6-

4077 RoD: 03-SEP-2035 Desig: Senior

Teacher I

ID-Num: 13824707 Tax-PIN: A002917850I 47
yrs(P&P)**FOSA - Qwetu Sacco**

Basic Salary	53,943.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
TOTAL Earnings	72,943.00
SwaS: KNUT SWA - Tait (24,300.00)	-200.00
InsP: Madison Insurance (15,894.00)	-2,649.00
PAYE Auto (2,400.00)	-14,266.25
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (1,706,006.00)	-33,046.00
SacS: Taita Taveta Te (500,700.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-54,961.25
NETT Pay: July-2021	17,981.75

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Teachers Service Commission - Teachers*Pay Slip Copy(August-2021)*

V3.0038.12.0101-0047.379597.20230619094743



Payroll-Num: 379597 Miss Mwashimba Tarsila
Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch14701-6-
4077 RoD: 03-SEP-2035 Desig: Senior

Teacher I

ID-Num: 13824707 Tax-PIN: A002917850I 47
yrs(P&P)

FOSA - Qwetu Sacco

Basic Salary	53,943.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
TOTAL Earnings	72,943.00
SwaS: KNUT - Union Du (1,078.86)	-1,078.85
SwaS: KNUT SWA - Tait (24,500.00)	-200.00
InsP: Madison Insurance (18,543.00)	-2,649.00
PAYE Auto (2,400.00)	-14,266.25
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (1,672,960.00)	-33,046.00
SacS: Taita Taveta Te (503,900.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-56,040.10
NETT Pay: August-2021	16,902.90

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Teachers Service Commission - Teachers

Pay Slip Copy(September-2021)

V3.0038.12.0101-0047.379597.20230619094819

Payroll-Num: 379597 Miss Mwashimba Tarsila
Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch14701-6-
4077 RoD: 03-SEP-2035 Desig: Senior

Teacher I

ID-Num: 13824707 Tax-PIN: A002917850I 47
yrs(P&P)**FOSA - Qwetu Sacco**

Basic Salary	53,943.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
TOTAL Earnings	72,943.00
SwaS: KNUT - Union Du (2,157.72)	-1,078.85
SwaS: KNUT SWA - Tait (24,700.00)	-200.00
InsP: Madison Insurance (21,192.00)	-2,649.00
PAYE Auto (2,400.00)	-14,266.25
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (1,639,914.00)	-33,046.00
SacS: Taita Taveta Te (507,100.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-56,040.10
NETT Pay: September-2021	16,902.90

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Teachers Service Commission - Teachers*Pay Slip Copy(October-2021)*

V3.0038.12.0101-0047.379597.20230619094913



Payroll-Num: 379597 Miss Mwashimba Tarsila Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch 14701-6-4077
RoD: 03-SEP-2035 Desig: Senior Teacher I

ID-Num: 13824707 Tax-PIN: A002917850I 47 yrs(P&P)

FOSA - Qwetu Sacco

Basic Salary	53,943.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
TOTAL Earnings	72,943.00
SwaS: KNUT - Union Du (3,236.58)	-1,078.85
SwaS: KNUT SWA - Tait (24,900.00)	-200.00
InsP: Madison Insurance (23,841.00)	-2,649.00
PAYE Auto (2,400.00)	-14,266.25
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (1,606,868.00)	-33,046.00
SacS: Taita Taveta Te (510,300.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-56,040.10
NETT Pay: October-2021	16,902.90

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Teachers Service Commission - Teachers*Pay Slip Copy(November-2021)*

V3.0038.12.0101-0047.379597.20230619095005



Payroll-Num: 379597 Miss Mwashimba Tarsila
Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch14701-6-
4077 RoD: 03-SEP-2035 Desig: Senior
Teacher I

ID-Num: 13824707 Tax-PIN: A002917850I 47
yrs(P&P)

FOSA - Qwetu Sacco

Basic Salary	53,943.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
TOTAL Earnings	72,943.00
SwaS: KNUT - Union Du (4,315.44)	-1,078.85
SwaS: KNUT SWA - Tait (25,100.00)	-200.00
PAYE Auto (2,400.00)	-14,266.25
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (1,573,822.00)	-33,046.00
SacS: Taita Taveta Te (513,500.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-53,391.10
NETT Pay: November-2021	19,551.90

5c

Teachers Service Commission - Teachers*Pay Slip Copy(December-2021)*

V3.0038.12.0101-0047.379597.20230619095055



Payroll-Num: 379597 Miss Mwashimba Tarsila
Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch 14701-6-
4077 RoD: 03-SEP-2035 Desig: Senior
Teacher I

ID-Num: 13824707 Tax-PIN: A002917850I 47
yrs(P&P)

FOSA - Qwetu Sacco

Basic Salary	53,943.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
TOTAL Earnings	72,943.00
SwaS: KNUT - Union Du (5,394.30)	-1,078.85
SwaS: KNUT SWA - Tait (25,300.00)	-200.00
PAYE Auto (2,400.00)	-14,266.25
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (1,540,776.00)	-33,046.00
SacS: Taita Taveta Te (516,700.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-53,391.10
NETT Pay: December-2021	19,551.90

Teachers Service Commission - Teachers*Pay Slip Copy(January-2022)*

V3.0038.12.0101-0047.379597.20230619095144



Payroll-Num: 379597 Miss Mwashimba Tarsila
Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch14701-6-
4077 RoD: 03-SEP-2035 Desig: Senior
Teacher I

ID-Num: 13824707 Tax-PIN: A002917850I 47
yrs(P&P)

FOSA - Qwetu Sacco

Basic Salary	53,943.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
Leave Travel Allowance	6,000.00
TOTAL Earnings	78,943.00
SwaS: KNUT - Union Du (6,473.16)	-1,078.85
SwaS: KNUT SWA - Tait (25,500.00)	-200.00
PAYE Auto (2,400.00)	-16,066.25
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (1,507,730.00)	-33,046.00
SacS: Taita Taveta Te (519,900.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-55,191.10
NETT Pay: January-2022	23,751.90

SC

2022

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Teachers Service Commission - Teachers*Pay Slip Copy(February-2022)*

V3.0038.12.0101-0047.379597.20230619095257



Payroll-Num: 379597 Miss Mwashimba Tarsila
Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch 14701-6-
4077 RoD: 03-SEP-2035 Desig: Senior
Teacher I

ID-Num: 13824707 Tax-PIN: A002917850I 47
yrs(P&P)

FOSA - Qwetu Sacco

Basic Salary	53,943.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
TOTAL Earnings	72,943.00
SwaS: KNUT - Union Du (7,552.02)	-1,078.85
SwaS: KNUT SWA - Tait (25,700.00)	-200.00
PAYE Auto (2,400.00)	-14,266.25
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (1,474,684.00)	-33,046.00
SacS: Taita Taveta Te (523,100.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-53,391.10
NETT Pay: February-2022	19,551.90

50

Teachers Service Commission - Teachers*Pay Slip Copy(March-2022)*

V3.0038.12.0101-0047.379597.20230619095349



Payroll-Num: 379597 Miss Mwashimba Tarsila
Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch14701-6-
4077 RoD: 03-SEP-2035 Desig: Senior

Teacher I

ID-Num: 13824707 Tax-PIN: A002917850I 47
yrs(P&P)

FOSA - Qwetu Sacco

Basic Salary	53,943.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
TOTAL Earnings	72,943.00
SwaS: (200.00)	-200.00
SwaS: KNUT - Union Du (1,078.86)	-1,078.85
SwaS: KNUT SWA - Tait (25,900.00)	-200.00
PAYE Auto (2,400.00)	-14,266.25
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (3,193,425.00)	-33,615.00
SacS: Taita Taveta Te (526,300.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-54,160.10
NETT Pay: March-2022	18,782.90

50

Teachers Service Commission - Teachers*Pay Slip Copy(April-2022)*

V3.0038.12.0101-0047.379597.20230619095423



Payroll-Num: 379597 Miss Mwashimba Tarsila
Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch14701-6-
4077 RoD: 03-SEP-2035 Desig: Senior
Teacher I

ID-Num: 13824707 Tax-PIN: A002917850I 47
yrs(P&P)

FOSA - Qwetu Sacco

Basic Salary	53,943.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
TOTAL Earnings	72,943.00
SwaS: KNUT - Union Du (2,157.72)	-1,078.85
SwaS: KNUT SWA - Tait (26,100.00)	-200.00
PAYE Auto (2,400.00)	-14,266.25
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (3,159,810.00)	-33,615.00
SacS: Taita Taveta Te (529,500.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-53,960.10
NETT Pay: April-2022	18,982.90

50

Teachers Service Commission - Teachers*Pay Slip Copy(May-2022)*

V3.0038.12.0101-0047.379597.20230619095505



Payroll-Num: 379597 Miss Mwashimba Tarsila
Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch14701-6-
4077 RoD: 03-SEP-2035 Desig: Senior
Teacher I

ID-Num: 13824707 Tax-PIN: A002917850I 47
yrs(P&P)

FOSA - Qwetu Sacco

Basic Salary	53,943.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
TOTAL Earnings	72,943.00
SwaS: KNUT - Union Du (3,236.58)	-1,078.85
SwaS: KNUT SWA - Tait (26,300.00)	-200.00
PAYE Auto (2,400.00)	-14,266.25
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (3,126,195.00)	-33,615.00
SacS: Taita Taveta Te (532,700.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-53,960.10
NETT Pay: May-2022	18,982.90

5c

Teachers Service Commission - Teachers*Pay Slip Copy(November-2022)*

V3.0038.12.0101-0047.379597.20230619100031



Payroll-Num: 379597 Miss Mwashimba Tarsila
Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch 14701-6-
4077 RoD: 03-SEP-2035 Desig: Senior

Teacher I

ID-Num: 13824707 Tax-PIN: A002917850I 47
yrs(P&P)

FOSA - Qwetu Sacco

Basic Salary	53,943.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
TOTAL Earnings	72,943.00
SwaS: (600.00)	-200.00
SwaS: KNUT - Union Du (9,709.74)	-1,078.85
SwaS: KNUT SWA - Tait (27,500.00)	-200.00
PAYE Auto (2,400.00)	-14,266.25
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (2,924,505.00)	-33,615.00
SacS: Taita Taveta Te (551,900.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-54,160.10
NETT Pay: November-2022	18,782.90

Teachers Service Commission - Teachers
 Pay Slip Copy(January-2023)
 V3.0038.12.0101-0047.379597.20230619102816



Payroll-Num: 379597 Miss Mwashimba Tarsila
 Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch14701-6-
 4077 RoD: 03-SEP-2035 Desig: Senior

Teacher I

ID-Num: 13824707 Tax-PIN: A002917850I 47
 yrs(P&P)

FOSA - Qwetu Sacco

Basic Salary	53,943.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
Leave Travel Allowance	6,000.00
TOTAL Earnings	78,943.00
SwaS: (1,000.00)	-200.00
SwaS: KNUT - Union Du (11,867.46)	-1,078.85
SwaS: KNUT SWA - Tait (27,900.00)	-200.00
PAYE Auto (2,400.00)	-16,066.25
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (2,857,275.00)	-33,615.00
SacS: Taita Taveta Te (558,300.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-55,960.10
NETT Pay: January-2023	22,982.90

50
 2023

Teachers Service Commission - Teachers*Pay Slip Copy(February-2023)*

V3.0038.12.0101-0047.379597.20230619102931



5c

Payroll-Num: 379597 Miss Mwashimba Tarsila
Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch14701-6-
4077 RoD: 03-SEP-2035 Desig: Senior
Teacher I

ID-Num: 13824707 Tax-PIN: A002917850I 47
yrs(P&P)

FOSA - Qwetu Sacco

Basic Salary	53,943.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
TOTAL Earnings	72,943.00
SwaS: (200.00)	-200.00
SwaS: KNUT - Union Du (12,946.32)	-1,078.85
SwaS: KNUT SWA - Tait (28,100.00)	-200.00
PAYE Auto (2,400.00)	-14,266.25
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (2,823,660.00)	-33,615.00
SacS: Taita Taveta Te (561,500.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-54,160.10
NETT Pay: February-2023	18,782.90

5c

Teachers Service Commission - Teachers

Pay Slip Copy(April-2023)

V3.0038.12.0101-

0047.19971054932.20230619103045



Payroll-Num: 19971054932 Miss Mwashimba
Tarsila Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch14701-6-
4077 RoD: 03-SEP-2035 Desig: Senior

Teacher I

ID-Num: 13824707 Tax-PIN: A002917850I 47
yrs(P&P)

FOSA - Qwetu Sacco

Basic Salary	53,943.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
TOTAL Earnings	72,943.00
SwaS: (600.00)	-200.00
SwaS: KNUT - Union Du (15,104.04)	-1,078.85
SwaS: KNUT SWA - Tait (28,500.00)	-200.00
PAYE Auto (2,400.00)	-14,266.25
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (2,756,430.00)	-33,615.00
SacS: Taita Taveta Te (567,900.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-54,160.10
NETT Pay: April-2023	18,782.90

50

Teachers Service Commission - Teachers*Pay Slip Copy(May-2023)*

V3.0038.12.0101-

0047.19971054932.20230619074411



Payroll-Num: 19971054932 Miss Mwashimba

Tarsila Wawuda

Tsc No: 379597

Station: Taita-taveta: Shigharo Pri Sch14701-6-

4077 RoD: 03-SEP-2035 Desig: Senior

Teacher I

ID-Num: 13824707 Tax-PIN: A002917850I 47

yrs(P&P)

FOSA - Qwetu Sacco

Basic Salary	53,943.00
Rental House Allowance	13,000.00
Commuter Allowance	6,000.00
TOTAL Earnings	72,943.00
SwaS: KNUT - Union Du (16,182.90)	-1,078.85
SwaS: KNUT SWA - Tait (28,700.00)	-200.00
PAYE Auto (2,400.00)	-14,266.25
NHIF Auto	-1,400.00
SacL: Taita Taveta Te (2,722,815.00)	-33,615.00
SacS: Taita Taveta Te (571,100.00)	-3,200.00
SacR: Taita Taveta Te	-200.00
TOTAL Deductions	-53,960.10
NETT Pay: May-2023	18,982.90

Annex 6

23 MAY 2023

THE CLERK OF THE SENATE
PARLIAMENT BUILDINGS

P.O. BOX 41842-00100,
NAIROBI.

EMAIL: csenate@parliament.go.ke

Ms. A. Macharia
Please process
23/5/2023
23 MAY 2023
THE SENATE RECEIVED
23 MAY 2023
DIRECTOR LEGISLATIVE AND PROCEDURAL SERVICES

process
23/5/23

DLPS

Please deal
23/5/23

RE: PETITION TO THE SENATE ON UNLAWFUL DEDUCTIONS OF FEMALE TEACHERS SALARIES BY KENYA WOMEN TEACHERS ASSOCIATION (KEWOTA).

We the undersigned;

Citizens of the republic of Kenya, being representatives of female teachers from Taita Taveta County employed by Teachers Service Commission (TSC), wish to present this petition to the senate on behalf of ourselves and also on behalf of 171 female teachers.

We humbly draw the attention of the senate on the following:

1. THAT Teachers Service Commission (TSC) has been colluding with Kenya Women Teachers Association (KEWOTA) to unlawfully deduct 200 shillings monthly subscription fees from over 171 female teacher's salaries without their consent since 2019.
2. THAT the teachers have never signed any agreements with KEWOTA to join the Association or authorize it to make any monthly subscription deductions from their salaries.
3. THAT by forcefully recruiting members to join the association, KEWOTA contravened the constitution which contemplates that joining a union or any association MUST be voluntary.
4. THAT TSC committed an economic crime by colluding with KEWOTA to deduct 200 shillings from female teachers every month who are not members of KEWOTA.
5. THAT the affected teachers have been writing to TSC by themselves and through their Kenya National Union of Teachers (KNUT) to stop the deductions without success.
6. THAT in some instances, TSC stopped the deductions for a while but were later effected again.
7. THAT teachers have a right not to be economically exploited by its employer in collaboration with KEWOTA.
8. THAT the members have made every effort to resolve the matters raised in this petition but have proved futile.
9. THAT there is no case pending in a court of law, constitutional or any other legal body on the matters raised in this petition.

HEREFORE your humble petitioners pray that the senate through its relevant committee:

1. Finds that TSC has been unlawfully deducting monthly membership subscription fees from the female teachers on behalf of KEWOTA and recommends that:
 - a) The deductions be stopped forthwith.

Ms. Mwangi

Please process
the petition in
line with the

SDs.
A. Macharia
23/5/2023

6

**PETITION TO THE SENATE ON UNLAWFUL DEDUCTIONS OF FEMALE TEACHERS SALARIES BY
KENYA WOMEN TEACHERS ASSOCIATION (KEWOTA).**

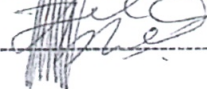
- b) All the money deducted be refunded forthwith with accruing interest.
2. Finds that Teachers Service Commission (TSC) and Kenya Women Teachers Association (KEWOTA) committed an economic crime and recommend that they be investigated by Ethics and Anti-corruption Commission and the Directorate of Criminal Investigations for possible prosecution.
 3. Finds that the membership of Kenya Women Teachers Association (KEWOTA) is null and void for lack of free consent of the members to belong to it.
 4. Advice Kenya Women Teachers Association (KEWOTA) to do a fresh Membership recruitment drive which is within the law.
 5. Takes any other appropriate action it deems fit.

And your Petitioners will ever pray.

Dated this 20th day of April 2023..

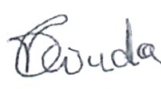
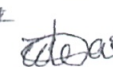

COUNTERSIGNED BY:

HON SENATOR JOHNES MWARUMA



SENATOR FOR TAITA TAVETA COUNTY.




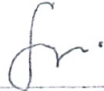

SIGNED:

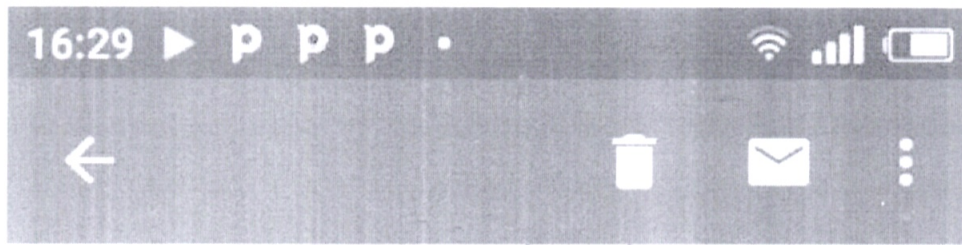
NAME	IDENTITY CARD NUMBER	ADDRESS	MOBILE PHONE NUMBER	SIGNATURE
Tarsila Mwaqshimba	13824707	1024-80304 WUNDANYI	0725517 239	
HALLENCIA CHARI	23597968	87 V01	0728876507	
FLORENCE MWASI	10754207	16 V01	0722977034	

6

PETITION TO THE SENATE ON UNLAWFUL DEDUCTIONS OF FEMALE TEACHERS SALARIES BY
KENYA WOMEN TEACHERS ASSOCIATION (KEWOTA).

SIGNED:

NAME	IDENTITY CARD NUMBER	ADDRESS	MOBILE PHONE NUMBER	SIGNATURE
MISHI OMAR	10234484	42 TAVETA	07216912- 87	
AGATHA MUI MBITI	25888738	6, MWATATE	0725996- 154	
ELINE MKAZALA	8522937	23, MWATATE	0717172- 447	
TABITHA NYAMBAWE NYABOGA	23704532	102 TAVETA	0721703- 179	
AGNES NYAMBU	10396963	1093 WUNDANYI	0712758- 550	



16:24 View details

Voi primary School

Po Box 16-80300

7/03/2023

REF: REQUEST TO STOP
FURTHER KEWOTA
DEDUCTION

Angeline mbinya kimweli

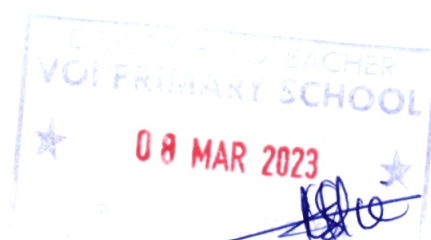
Tsc Number 555376

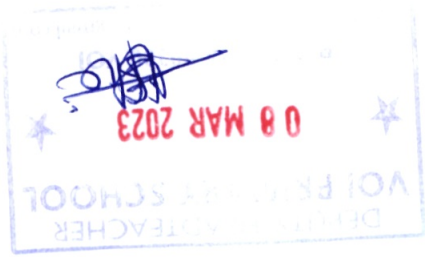
ID Number 24377286


Reply


Reply all


Forward





Search...



200.00 202209584 S ID

Balance Account S

Ref

prove Transaction(s)



ID: 555376



tpay.tsc.go.ke



10:49



Silianah Talu 08:02



to info

VOI PRIMARY SCHOOL
PO BOX 16-80300

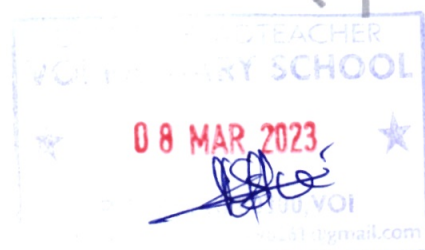
RE: REQUEST TO STOP
FURTHER KEWOTA
DEDUCTION

SILIANAH MARY TALU
TSC NO 243736

info@tsc.go.ke 12:10



to me



Update password:

In Google Password Manager for silianahtalu3@gmail.com

Continue

No	Type	Amount	Balance	Ref Account	Status
1	SacL: Taita Taveta Te	25,375.00	0.00	QS24373601	RUNNING
2	SacL: Taita Taveta Te	7,997.00	55,979.00	822437361022	RUNNING
3	SacS: Taita Taveta Te	3,200.00	574,400.00	000014	RUNNING
4	SacR: Taita Taveta Te	200.00	0.00	000014	RUNNING
5	SwaS:	200.00	1,200.00	202209584	STOPPED
6	SwaS: KNUT - Union Du	1,078.85	12,946.32	20220331001	RUNNING
7	SwaS: KNUT SWA - Tait	200.00	17,800.00	BBF	RUNNING





Reply

Reply all

Forward



TSC NO 548823

JOSEPHINE MWENDE BENJAMIN

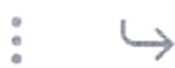
RE: REQUEST TO STOP KEWOTA DEDUCTION.

7/3/2023

Po Box 16-80300
Voi primary school



Josephine mwe... Yesterday
to TSC



Kewota Inbox





T-PAY ID:548823

Approved Transactions | Approve Transactions | Stop Transactions

No	Ded Type	Amount	Balance	Ref Account	Status
1	ComL: Absa Bank Kenya	15,973.00	783,796.00	2042935339	STOPPED
2	ComL: Equity Bank Ltd	12,387.00	1,761,961.00	54882319823	STOPPED
3	SwaS:	200.00	200.00	202302584	STOPPED
4	SwaS: KNUU Union Du	678.10	7,132.20	20220331001	RUNNING

DEPUTY HEADTEACHER
 VOI PRIMARY SCHOOL
 ★ 08 MAR 2023 ★
 P.O. Box 16-01000 VOI
 mail@voischools.go.ke, tsc@voischools.go.ke, tsc@gmail.com

Dingars





Mercy Wangio 08:48

to me ✓



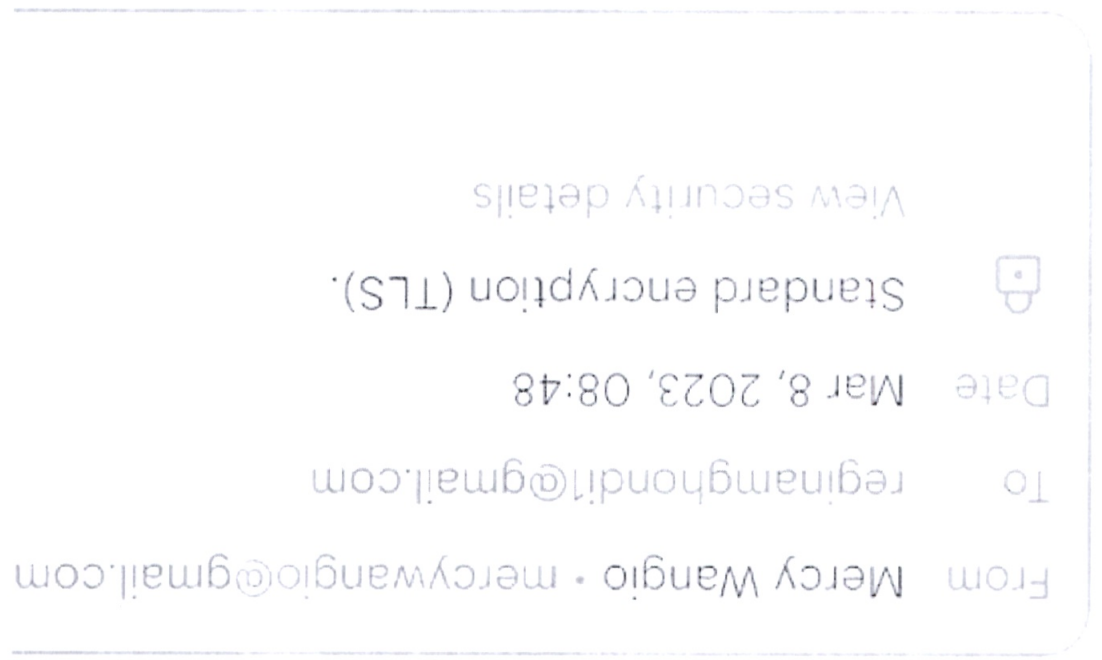
From: Mercy Wangio <mercywangio@gmail.com>

To: reginamghondri@gmail.com

Date: Mar 8, 2023, 08:48

Standard encryption (TLS).

[View security details](#)



----- Forwarded message -----

From: "Mercy Wangio" <mercywangio@gmail.com>

Date: Mar 8, 2023 8:42 AM

Subject: KEWOTA

To: <mercywangio@gmail.com>

Cc:

VOI PRIMARY SCHOOL

PO BOX 16-80300

7/3/2023

RE: REQUEST TO STOP FURTHER KEWOTA DEDUCTION

MERCY MUDI WANGIO

494957



8:07

98%

tpay.tsc.go.ke/tp/v

43

T-PAY ID:494957

View Transaction(s) Approve Transaction(s) Stop Transaction(s)

No	Ded Type	Amount	Balance	Ref Account	Status
1	ComL: Cooperative Ban	26,924.00	2,557,780.00	202301302204476	RUNNING
2	SacS: Taita Taveta Tc	2,711.00	367,158.00	SHARES	RUNNING
3	SacB: Taita Taveta Tc	200.00	0.00	SHARES	RUNNING
4	SwaS:	200.00	200.00	202302584	STOPPED
5	SwaS: KNUT - Union Du	643.00	7,576.24	20220331001	RUNNING

DEPUTY HEADTEACHER
 VOI PRIMARY SCHOOL
 ★ 08 MAR 2023 ★
 P.O. Box 16 90100 VOI
 Email: voiprimary@go.ke

Amganz

mercy

KEWOTA Add label

Prisca ~~NGIE~~ 8:39 AM

to info v



VOI PRIMARY SCHOOL
PO BOX 16-30800
7/3/2023.

RE: REQUEST TO STOP KEWOTA DEDUCTIONS.

PRISCA NGIE
TSC NO. 421960.



Prisca Ngie

5:06 PM



T-Pay
tpay.tsc.go.ke



T-PAY ID:421960

Account transactions Approved transactions View transactions

No.	Ded Type	Amount	Balance	Ref Account	Status
1	SacL: Taita Taveta Te	21,400.00	1,668,017.00	814219600521	RUNNING
2	ComL: Cooperative Ban	21,748.00	1,809,884.00	202202162225005	RUNNING
3	SacS: Taita Taveta Te	2,190.00	429,640.00	0014	RUNNING
4	SacH: Taita Taveta Te	200.00	0.00	0014	RUNNING
5	SwaS:	200.00	200.00	202302584	STOPPED
6	SwaS: KNUT Union Du	1,078.85	12,946.15	20229331001	RUNNING

DEPUTY HEADTEACHER
 VOI PRIMARY SCHOOL
 08 MAR 2023
 P.O. BOX 10700 VOI
 Email: voivps@voivps.go.ke





Patricia...

07:33



to info v

Voi primary school

Po Box 16-30800

7/3/2023



RE:REQUEST TO STOP
KEWOTA DEDUCTION.

PATRICIA WANDOE

BLAZIUS

TSC NO 264399

Running Transaction(s)

Approve Transaction(s)

Stop Transaction(s)

No	Ded Type	Amount	Balance	Ref Account	Status
1	ComL: Faulu Kenya Ltd	22,215.00	342,284.00	363704820170901	RUNNING
2	SacS: Taita Taveta Te	3,200.00	498,720.00	000014	RUNNING
3	SacR: Taita Taveta Te	200.00	0.00	000014	RUNNING
4	SwaS:	200.00	200.00	202302584	STOPPED
5	SwaS: KNUT - Union Du	679.90	8,158.56	20220331001	RUNNING
6	SwaS: KNUT SWA - Tait	200.00	14,200.00	BBF201704	RUNNING

DEPUTY HEADTEACHER
VOI PRIMARY SCHOOL
★ 08 MAR 2023 ★
P.O. [Signature]
[Signature]

TEACHERS SERVICE COMMISSION



**RESPONSE TO THE PETITION BEFORE THE SENATE DEPARTMENTAL
COMMITTEE ON EDUCATION REGARDING ALLEGED UNLAWFUL SALARY
DEDUCTIONS BY KENYA WOMEN TEACHERS ASSOCIATION (KEWOTA)**

Submitted by

**DR. NANCY NJERI MACHARIA, CBS
SECRETARY/CHIE EXECUTIVE**

DATED 23RD JUNE, 2023

1.0 **BACKGROUND INFORMATION**

- 1.1 The Teachers Service Commission is established under **Article 237 (1)** of the Constitution as a constitutional commission with primary functions being to: - register trained teachers; **recruit and employ registered teachers**; assign teachers for service in any public school or institution; promote and transfer teachers; exercise disciplinary control over teachers; terminate the employment of teachers engaged in public service.
- 1.2 The Commission is further mandated Under **Article 237 (3)** of the Constitution to:-
- a) Review the standards of education and training of persons entering the teaching service;
 - b) Review the national demand for, and the supply of teachers; and
 - c) Advise the National Government on matters relating to the teaching profession.
- 1.3 On the other hand section **11** of the Teachers Service Commission Act requires the Commission to formulate policies to achieve its mandate; provide strategic leadership and direction; prescribe teaching standards and ensure compliance; manage the Teachers payroll; facilitate career progression & professional development; monitor the Conduct and Performance of teachers and do all such other things as may be necessary for the effective discharge of its functions and the exercise of its powers.
- 1.4 As a public organ, the Commission is bound by the **National Values and Principles of Governance** set out under **Article 10** of the Constitution which include patriotism, national unity, sharing and devolution of power, the rule of law, democracy and participation of the people; human dignity, equity, social justice, inclusiveness, equality, human rights, non-discrimination and protection of the marginalized; good governance, integrity, transparency and accountability and sustainable development.

1.5 Further, being an employer of teachers in public service, the Commission's operations are also guided by the Values and Principles of Public Service set out under **Article 232** of the Constitution.

1.6 These Principles include among others high standards of professional ethics; efficient, effective and economic use of resources; responsive, prompt, effective, impartial and equitable provision of services; involvement of the people in the process of policy making; accountability for administrative acts; transparency and provision to the public of timely, accurate information; subject to paragraphs (h) and (i), fair competition and merit as the basis of appointments and promotions; representation of Kenya's diverse communities among others.

2.0 INTRODUCTION TO THE COMMISSION'S T-PAY SYSTEM

2.1 **Section 11 (d)** of the Teachers Service Commission Act, 2012 mandates the Respondent to "*manage the payroll of teachers in its employment;*" whereas **section 11 (g)** requires it to "*do all such other things as may be necessary for the effective discharge of its functions and the exercise of its powers.*"

2.2 **To this end and** pursuant to **section 11(d)** and **(g)** of the TSC Act as read together with **section 19** of the Employment Act, 2019 the Commission is committed to discharging its statutory mandate to ensure protection of wages/salary of its over **380,000** employees deployed all over the country.

2.3 Apart from the over **380,000** employees, the Commission manages a total of **456** third party transactions on its payroll as authorized by employees who enter into various contracts with the third parties. The third parties includes unions, associations, insurance deductions, hire purchase companies etc.

2.4 Over the years, teachers in the employment of the Commission have complained of unauthorized deductions in their pay slips in favour of third parties including unions. In some cases, teachers have instituted court proceedings against the Commission for the said unauthorized deductions.

2.5 Apart from direct complaints from teachers, unions had also complained of membership poaching amongst themselves as well as double deduction from their members' pay slips. In some cases, unions commenced proceedings against themselves and against the Commission.

2.6 From the foregoing, it was chaotic managing the payroll of teachers generally leading to outright non-protection of teachers' pay slips contrary to the requirements of the law. This state of affairs had been facilitated and enhanced by the manual feeding of data into the payroll of teachers for effecting third party deductions.

2.7 To address the challenges thereof, and in response to its three strategic focus areas in the Strategic Plan 2019-2023, namely: *Reforms and Innovations in the provision of Teaching Services* and *Service Delivery Reengineering and Decentralisation*, the Commission developed and operationalized an on-line platform, namely the *T-Pay* with effect from **November, 2016**.

2.8 Before the roll out of the *T-Pay* on-line platform in 2018, the Commission sensitized all its employees on how to use the Platform using individual confidential passwords. The inception and rollout, the *T-Pay* on-line platform led to direct benefit to employees in that:

- a) The *T-Pay* on-line platform has enabled all teachers to access their payslips on-line at their convenience; and provided them with the power and absolute authority to determine how to distribute their disposable incomes.
- b) The *T-Pay* on-line platform has resulted in safeguarding all teachers under its employment against exploitation by rogue financial institutions and third parties who used to sneak in their files forged authorities to deduct their salaries.
- c) Efficiency in the delivery of pay information to all employees including complying with the law in regard to giving pay information to teachers before salary is paid.

- d) The number of teachers who used to visit the Respondent's head office for pay information related issues reduced drastically since employees could access their pay information at the comfort of their homes through their mobile phones.
- e) Compliance with the set regulations on providing written document on pay information, making returns on time as P9 Form is also accessed together with the pay slip and adherence to one-third rule statutory requirement.
- f) Efficiency in facilitating processing of staff payroll third parties and improve security and privacy of pay information;
- g) Efficiency as pay information is received promptly and sent to third parties within a click of a button;
- h) Improved quality of service and customer satisfaction as access to pay information and processing credit facility acquisition is automated.
- i) The *turnaround time* for employees accessing the pay slips reduced from an average of three months to end of every month;
- j) Reduced cost of printing and postage of manual payslips to teachers countrywide. The Commission was paying **Kshs.108,000** for printing pay slips and **Kshs.66,000** for postage of the pay slips every month.

2.9 The T-Pay platform has inbuilt control requiring staff to authorize check off deductions on-line which has significantly eliminated numerous complaints and fraudulent deductions from teachers' pay slips. The system also contains a self-care portal for third party deductions. This enables teachers to individually approve all transactions on their pays slips by either joining or exiting an association voluntarily.

3.0 **ALLEGED UNLAWFUL DEDUCTIONS OF MONTHLY SUBSCRIPTION FEES IN FAVOUR OF KEWOTA**

- 3.1 Kenya Women Teachers Association (KEWOTA) is registered under the Societies Act as a welfare association striving to support and empower women teachers in Kenya by addressing the needs and concerns of female educators, advocating for gender equality in the education sector and fostering professional development opportunities for women in teaching. (*Attached is a copy of the KEWOTA's registration certificate*)
- 3.2 KEWOTA is one of the third-Party institutions admitted to the Commission's Check-off facility. It was granted to use check-off number "584" for members' deductions in the Government Payroll by the Ministry of Public Service, Gender, and Affirmative Action. (*Attached is a copy a letter dated 25/1/2019 from the Ministry*)
- 3.3 Members may note that there are other Welfare Associations such as Kenya Primary School Heads Association (KePSHA), Kenya Secondary School Heads Association (KeSSHA) and others affiliated to the teacher unions.
- 3.4 Pursuant to its statutory function to manage the payroll of teachers in its employment and as highlighted hereinabove, the Commission transferred all Check-off facility from the manual filling and submission of forms to its T-pay system to manage Third party deductions. The facility is aimed to ease transactions between its employees and third-party institutions.
- 3.5 Under the system teachers manage their individual transactions whereby they initiate the process of joining a third-party organization and approving any third-party deductions they wish to be effected on their pay slips. Similarly, a teacher who desires to exit a third-party organization like KEWOTA is only required to log into the T-Pay system and stop the deduction.
- 3.6 In the instant case the Petitioners voluntarily **initiated** and **approved** the deductions to join KEWOTA through the T-Pay System without any intervention from TSC. Out of the eight signatories to the Petition only two, **Tarsilla Mwashimba ID. No. 13824707**, and **Tabitha Nyambane ID. No.**

23704532 have voluntarily exited KEWOTA and the deduction has stopped automatically as per the analysis shown in **Table 1** below.

3.7 The rest of the Petitioners have not exited KEWOTA nor initiated stoppage of the deductions on the system, neither have they communicated their resignation from the Association to the Commission either in person or through their unions.

3.8 As provided in law, the Commission has no interest with regard to an association an employee joins or exits as that is a constitutional prerogative of an employee. In the event the Petitioners are interested in exiting KEWOTA, all they are required to do is to log into the T-PAY system and exit.

3.9 Accordingly, it is not true that the Commission has colluded with KEWOTA or any other body to make any deduction from the teacher's salary without approval as doing so is not only unlawful but also unconstitutional.

TABLE 1: ANALYSIS OF THE PETITIONERS PAYROLL STATUS

S/N	TSC NO	NAMES	START DATE	PAYROLL STATUS
1	428372	Mishi Omar	21/3/2020 to-date	On payroll
2	528737	Agatha Mbiti	14/1/2020 to-date	On payroll
3	213820	Eline Makazala	11/6/2019 to-date	On payroll
4	530918	Tabitha Nyambane	23/11/2022	Stopped KEWOTA deductions
5	409520	Agnes Nyambu	22/9/2022 to date	On payroll
6	379597	Tarsila Mwashimba	23/2/2023	Stopped KEWOTA deductions
7	555517	Hellen Chani	11/12/2019 to-date	On payroll
8	365775	Florence Mwasi	10/12/2019 to-date	On payroll

KENYA WOMEN TEACHERS ASSOCIATION



KENYA WOMEN TEACHERS ASSOCIATION
MY SISTER'S KEEPER

3rd Floor, Fatima Court, Hurlingham
P.O box 40166 - 00100, Nairobi, Kenya
Email: info@kewota.co.ke
Office : 0784 421 421 0784 321 321
Data inquiry: 0786 486 681 0754 400 400
www.kewota.co.ke

**Clerk to the Senate
Parliament Building
P.O Box 41842-00100
Nairobi, Kenya.**

Dear sir/madam

RE: PETITION REGARDING UNLAWFUL SALARY DEDUCTIONS OF FEMALE TEACHERS BY THE KENYA WOMEN TEACHERS ASSOCIATION (KEWOTA)

We refer to your later dated 16/6/2023 and wish to respond comprehensively as follows:

Background Information.

THE KENYA WOMEN TEACHERS ASSOCIATION (KEWOTA) was registered on 25/10/2007 under Section 10 of Societies Act 208 as a welfare association whose core mandate was to take care of the social and economic welfare of all women teachers in Kenya and some male teachers as provided for in the Kenyan Constitution and KEWOTA Constitution, the latter which was amended in 2018.

Between 2007 to 2018 membership was by teachers willing to join the organization filing a prescribed form approved by the Registrar of Societies and the employer, Teacher Service Commission (TSC) . The prospective member was aware that by registering, they would pay membership fee and monthly subscription fee of Kshs. 200. There were no complaints received from members who joined KEWOTA.

In 2018 one of the employers specifically TSC, introduced a digital method of recruiting teachers online commonly known as T-PAY system where teachers willing to join any 3rd party organization was given credentials (password) by the employer. The credentials are

KEWOTA has recruited members throughout the country. These members joined willingly and with full knowledge and consent.

Any member who had issues with KEWOTA had the opportunity to resign and/or withdraw from its membership and thereby have their monthly contribution stopped. The data we have from TSC clearly shows that members wanting to leave KEWOTA have been granted that right and from August 2022 to date over 9,443 members have exited KEWOTA via T-PAY system.

Response to the Petition dated 20/4/2023

As regards the grounds of petition dated 20/4/2023, we as KEWOTA indicate as follows:

1. KEWOTA has never colluded with TSC to unlawfully deduct Kshs. 200 monthly subscription fees from over 171 female teachers from Taita Taveta from their salary without their consent since 2019 and or at all.
2. Membership to KEWOTA is currently not by written agreement but by a teacher logging into the T-PAY system, and or under special circumstances, by filling and signing a prescribed form. Hence between 2007 and 2018, these prescribed forms by KEWOTA were physically taken to prospective members who after filling and signing would return them to KEWOTA or KEWOTA recruitment officers. However, deductions of membership fees and monthly subscriptions started in 2019 after the introduction of T-PAY system because before 2018 KEWOTA did not have authorization to use the check-off facilities in order to facilitate social welfare subscription through government payroll system. This authorization came on 25/01/2019 from Ministry of Public Service, Youth and Gender Affairs State Department for Public Service.

The authorization enabled KEWOTA to have its members contribute voluntarily their monthly subscription of Kshs. 200 through the T-PAY system. After the authorization, KEWOTA communicated to TSC to include the authorization code into the TSC payroll system to enable members pay their monthly contribution to KEWOTA through check off deductions which was approved by the member then through the T-PAY system for the deductions to be done by employer.

A member who is not satisfied with the services provided for by KEWOTA is at liberty to resign and/or withdraw from membership by simply clicking the exit button which is provided for on the T-PAY platform. The teacher must use their credentials to exit.

Once a member withdraws from KEWOTA, monthly check off deductions and or payment is automatically stopped.


In situations where a member cannot join online due to various factors like unavailability of network, a gadget/device that is unable to operate online or any other reason, KEWOTA recruitment officer in the field would give the member a prescribed form which the member would fill voluntarily. Once the website is accessible, KEWOTA recruitment officer get in touch with the teachers that filled the forms, asks them to access their T-PAY portal in order to send their TSC number online. It is only after this process that the teacher would click yes accepting to become a member of KEWOTA. The first deduction will happen after 30 days of consent.

3. KEWOTA has never received any money and/or Kshs. 200 from any female teacher who is not its member.
4. KEWOTA has never received any letter from the alleged 171 female teachers either directly/through any other person/body/ even KNUT requesting and or demanding for a stop of its membership deductions.
5. KEWOTA is not aware of any efforts made by the alleged 171 female teachers to resolve this alleged matter now petitioned before the senate, through a letter and or physical meeting.

KEWOTA Prayers

KEWOTA therefore prays that:

1. The Petition dated 20/4/2023 be dismissed since KEWOTA has not received any contributions from non-members. The deductions that KEWOTA is receiving are from its members and cannot be stopped since they are lawfully and legally obtained. Therefore, the questions of refund with interest do not arise.

 The Petitioner cannot call for nullification and or voidance of members of KEWOTA who have a constitutional right under Article 36 of the constitution of Kenya to freely associate which includes the right to form, join and participate in the activities of an association of any kind.

In a nutshell, the prayers made by the petitioners should not be granted. However, the following should be noted:

- i. KEWOTA only became aware of this Petition through a video which was circulating on social media, teachers' walls on 8/6/2023.
- ii. The posting of this video went viral and was followed by very disturbing comments by the same person who posted it. The constant similar postings by this influential individual has caused great concern and anguish for our members. Many call and send texts wanting to give evidential, moral and

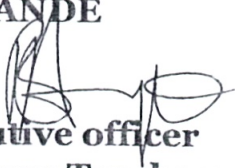
- iii. spiritual support to the KEWOTA leadership. Many members have unfortunately been disenfranchised and have chosen to exit. We are therefore very grateful to the senate leadership that in its wisdom they decided to summon us because we could not respond to social media. This invitation has given us an opportunity to address and clarify these concerns.
- iv. It is alleged that this Petition is on behalf of 171 female teachers from Taita Taveta County, and yet 163 alleged petitioners have not signed it and there is no indication that the 8 who have signed it have the authority and/or consent and/or permission from the other 163. It is doubtful whether the 163 female teachers exist and if they do, whether they are aware that there is a petition on their behalf.
- v. We have also noted that of the 8 members who have signed the Petition, one, that is, **Tarsila Mwashimba, of ID number 10234484**, is not a member of KEWOTA.
- vi. It is even doubtful whether the 8 Petitioners individually wrote their names and signed the Petition as from the naked eye, the handwriting on the signed part of the petition, is by the same person, casting credibility of the Petition.
- vii. The 7 Petitioners, who are members of KEWOTA, have not demonstrated the efforts they have made to resign/withdraw to have their deductions stopped and failed due to the actions of KEWOTA. There is no communication between them and KEWOTA on their alleged intention to withdraw from KEWOTA that have been frustrated by KEWOTA.
- viii. All the allegations made by the Petitioner has not been supported by a single document and therefore all these allegations are just generalized, unproven and unsupported allegations.

Attached to our response are copies of all the following relevant documents we will rely on.

1. Certificate of Registration dated 25/10/2007
2. Constitution of KEWOTA
3. Sample of the prescribed form for registration
4. Letter dated 25/1/2019 from Ministry of Public Service, Youth and Gender Affairs
5. Letter dated 28/1/2019 to Teachers Service Commission
6. Letter dated 13/2/2019 from Teachers Service Commission

7. Letter dated 8/3/2019 from Teachers Service Commission
8. Records from TSC indicating membership from August 2022 to June 2023
9. Screenshots of the process followed by a teacher on joining and exiting KEWOTA
10. Video slides on KEWOTA activities

BENTA OPANDE



**Chief Executive officer
Kenya Women Teachers Association.**

FORM C

REPUBLIC OF KENYA

THE SOCIETIES RULES, 1963
(Rule 4)

CERTIFICATE OF REGISTRATION NO. 28216

FRANCIS STANLEY MWANGI NGANGA SNR. DY.

Registrar of Societies, hereby

certify that I have this day registered the **KENYA WOMEN TEACHERS ASSOCIATION**
(KwTA).

under section 10 of the Societies Act.

Dated at **NAIROBI** this **25TH** day of **OCTOBER,** 20 **07**

Francis Stanley Mwangi Nganga
SNR. DY Registrar of Societies

G.P.O. 5140-20m-272007

4

KENYA WOMEN TEACHERS ASSOCIATION



3rd Floor, Fatima Court, Hurlingham
 P.O box 40166 - 00100, Nairobi, Kenya
 Email: info@kewota.co.ke
 Office : 0784 421 421 0784 321 321
 Data inquiry: 0786 486 681 0754 400 400
 www.kewota.co.ke

TO THE SECRETARY
 TEACHERS SERVICE COMMISSION
 PRIVATE BAG NAIROBI

1. In Pursuance of the registration of THE KENYA WOMEN TEACHERS ASSOCIATION (KEWTA) made with effect from 15th October 2007 by the Registrar of Societies, I on behalf of the Kenya Women Teachers Association we hereby request you to deduct from the salaries of employees listed on this Notice being employees who have acknowledged membership of the Kenya Women Teachers Association, the sum of 200 shillings monthly from the gross earnings (i.e. salary plus house allowance) for every employee as their current trade society dues.
2.
 - i. The remittances should be made, and notices thereof should be delivered, not later than the Tenth (10th) day of the subsequent month following the month in respect of which the deductions is made.
 - ii. Notices of remittances should be delivered to the Kenya Women Teachers Association, P.O Box 40166-00100 Nairobi
 - iii. The above named society and Welfare Organization is required by section of the societies Act to enter therein details of all moneys received and deliver for every remittance within fourteen days of receipt notice of such remittance.
3. This notice applies to employees salaried payable by you at the end of the month next following the month shown in the date before.

Dated this day of 20.....

GENERAL SECRETARY
 KENYA WOMEN TEACHERS ASSOCIATION
 CC The registrar of societies
 P.O Box 30031
 NAIROBI

REGION..... COUNTY.....

Employees in respect to whom deductions from salary is required to be made.

I, the undersigned, hereby acknowledge that I am a member of the Kenya Women Teachers Association (KEWTA)

NAME OF MEMBER	TSC NO	INSTITUTION	PHONE NUMBER	SIGN	DATE

KEWOTA - MY SISTER'S KEEPER

REPUBLIC OF KENYA

THE PRESIDENCY
MINISTRY OF PUBLIC SERVICE, YOUTH AND GENDER AFFAIRS
STATE DEPARTMENT FOR PUBLIC SERVICE

Telegraphic address: "Personnel" Nairobi
Telephone: Nairobi 2227411
Telex: 23125
Fax: 240620

P.O. BOX 30050 - 00100
NAIROBI,
KENYA.

When Replying please quote

Ref No. **MPYG/DPSM.23/7A VOL. XXXVIX (32)**

Date: 25th January, 2019

The General Secretary
Kenya Women Teachers Association
P.O. Box 40166 - 00100
NAIROBI

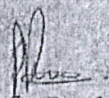
RE: AUTHORITY TO USE CHECK-OFF FACILITY IN THE GOVERNMENT PAYROLL

Reference is made to your application dated 20th November, 2018 requesting this office to allow your Welfare to use the check-off facility in order to facilitate Social Welfare subscription (BBF, Sink Fund, etc) through the Government Payroll System.

This office has examined your application together with your supporting documents and it is satisfied that your Welfare has met the requirements for allocation of a check-off code.

Consequently, authority is hereby granted for you to use check-off number "584" in the Government Payroll. Please, note that the allocated code should not in any way be sold, temporarily assigned or transferred to any other third party as such act will lead to automatic withdrawal and cancellation of the said code.

It is however emphasized, that you will not hold the Government responsible in any way for the day to day transactions arising from the use of the facility. Further, you may be required to pay the Government a service charge, promulgated from time to time for use of this payroll facility.


Peris Bosire (Mrs)
For: **PRINCIPAL SECRETARY**

KENYA WOMEN TEACHERS ASSOCIATION



5th floor, NEXTGEN mall, Mombasa road
P.O box 40166 - 00100, Nairobi, Kenya
Email: kewta2007@yahoo.com

Tel: 0722402821 0723855226 0722228749

Our Ref: KWT/003/1/19

28TH JANUARY, 2019.

Dr. Nancy Njeri Macharia, CBS,

Secretary/Chief Executive

Teachers Service Commission

Private Bag

NAIROBI.

REF: REQUEST FOR EFFECTING OF MEMBER DEDUCTIONS.

CODE 584.

The Kenya Women Teachers' Association was incorporated on the 25TH Day of October, 2007 and registered as a welfare society in accordance with the laws of Kenya.

Our mission is to create an institutionalized, vibrant and democratic welfare society capable of empowering women teachers and the boy/girl child socio-economically while enhancing better living standards through provision of opportunities for growth in all spheres.

On 25th January 2019, The government of Kenya, through the Directorate of Public Service Management (DPSM) gave the Association authority to use check-off facility in the government payroll. Our check off number is "584"

I am writing this letter to request you kindly, as the employer of these women teachers, to effect the members request to have Kshs. 200 (Two hundred shillings only) deducted from their monthly salary as payment towards their monthly membership subscription as soon as possible.

TEACHERS SERVICE COMMISSION

Telephone: 2892000
 0722-208-552 Nairobi
 Email: info@tsc.go.ke
 Web: www.tsc.go.ke
 When replying please
 quote:
 Ref. N°:
 TSC/SDDHRM/CHECK.OFF/
 VOL.1/9



TSC HOUSE
 KILIMANJARO ROAD
 UPPER HILL
 PRIVATE BAG - 00100
 NAIROBI, KENYA

Date: 13th February, 2019

The National Chairperson
 Kenya Women Teachers Association
 P.O. Box 40166-00100
 NAIROBI

RE: APPROVAL TO USE TSC CHECK OFF FACILITY

Your application dated 31st January, 2019 requesting the Commission's approval to use the TSC Check-off facility has been approved with effect from 13th February, 2018.

Please note that the use of the facility is governed by 'Guidelines on the Management of TSC Check-off facility' which has been provided to you (attached). You will be required to adhere to these guidelines at all times while transacting business with the Commission.

Provision of services under the check-off facility shall attract a service charge at a rate that will be determined by the Commission from time to time.

For better understanding of the Data Submission Formats, you are required to send two (2) of your data officers to TSC Headquarters, IPPD Section (2nd floor, Tower Wing) for training on the same. Deduction data to the Commission must be submitted electronically to the following email address: checkofffacility@tsc.go.ke

S.T. Omare
 S.T. OMARE
 FOR: SECRETARY/CHIEF EXECUTIVE
 TEACHERS SERVICE COMMISSION



GITHUI & COMPANY ADVOCATES

Gate House Building 5th Floor Doorn 505
P.O. Box 7372-20110 Nakuru

Tel: 0723 475 025 | 0715 974 919
E-mail: githuiadvocates@yahoo.com

GJ/GEN/2022

3.11.2022

TO,

Our Ref

Your Ref

Date

THE SECRETARY / CEO,
TEACHERS SERVICE COMMISSION,
PRIVATE BAG,
NAIROBI.

'ADVANCE COPY VIA MAIL'

Dear Sir / Madam,

RE: ILLEGAL DEDUCTION OF MEMBERSHIP SUBSCRIPTIONS.


We have been instructed by a further 431 teachers to write to you and address you as below:

You have been deducting from their salaries membership subscriptions in favour of The Kenya Women Teachers Association (KEWOTA) full particulars of which are within your knowledge. The said teachers are not and have never been members of KEWOTA. The deductions made are without our clients authority.

Our instructions is to inform you to cease with immediate effect from making the said deductions from our clients salaries.

Take notice that we have instructions to institute a suit against you at your own risk as to costs and other incidentals in the event that you will fail to heed our directive.

Yours faithfully,


GITHUI & CO.
ADVOCATES.

CC: KEWOTA

Encl.: Letters from clients

ADVOCATES:

GITHUI John LLM University of S.A , LLB University of Nairobi
ALWALA Dorothy LLB Moi University
MACHOKA Kevin LLB CUEA

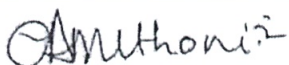
Please Quote Our Reference When Replying

Kenya women Teachers Association is looking forward to working very cordially with the Teachers Service Commission as we endeavour to identify possible areas of partnership with your office. We hope to share with you our ideas on specific priority programs that both parties should support towards the achievement of empowerment for all the women teachers in areas of professional, career and personal development.

Thank you so much for taking the time to consider this request.

We are eagerly looking forward to hearing from you.

Yours faithfully



Dorothy Muthoni Ikaria
National Chairperson – KEWOTA

C.C. National Treasurer
General Secretary / CEO

REPUBLIC OF KENYA

Telegraphic Address
'Bunge', Nairobi
Telephone 2848000
Fax: 2243694
E-mail: clerk.senate@parliament.go.ke



The Senate
Clerk's Chambers
Parliament Buildings
P. O. Box 41842 -00100
NAIROBI, Kenya

PARLIAMENT
OFFICE OF THE CLERK OF THE SENATE

SEN/DSEC/SCLSW/2023/153

25th July, 2023

Dr. Nancy Macharia, CBS,
Commission Secretary,
Teachers Service Commission,
NAIROBI.

Dear *Madam,*

RE: PETITION REGARDING UNLAWFUL SALARY DEDUCTIONS OF FEMALE TEACHERS BY THE KENYA WOMEN TEACHERS ASSOCIATION (KEWOTA)

We refer to the meeting of the Standing Committee on Labour and Social Welfare held on Tuesday, 18th July, 2023 at which you were present.

During the Meeting, the Committee observed that though the Teachers Service Commission (TSC) confirmed that the deductions from the paycheck of Ms. Tarsila Mwashimba the lead petitioner went to KEWOTA, the Kenya Women Teachers Association (KEWOTA) could not confirm to the Committee as to when she joined the Association, and whether she was ever a Member.

The Committee resolved that the TSC -

1. confirms whether Ms. Tarsila and the other listed eight petitioners were ever Members, and if they were, to provide comprehensive details on when they joined and/or exited the Association; and
2. provides a comprehensive membership status of the 171 teachers whose list is attached together with their TSC numbers, giving details of their dates of joining and exiting, where necessary.

The purpose of this letter is therefore to request you to submit a comprehensive response on the above information on or before **Friday, 4th August, 2023**. The response may be sent **by email**, on the address clerk.senate@parliament.go.ke and copied to laboursocialwelfarecomm.senate@parliament.go.ke; and

Ms. Mwanate Shaban, Senior Clerk Assistant (Cell Number- 0726953257; Email: mwanate.shaban@parliament.go.ke), is the Clerk to the Committee and is responsible for all arrangements relating to this matter.

Yours

Sincerely,
MORRIS

J.M. NYEGENYE, CBS,
CLERK OF THE SENATE.

Copy to:

**Sen. Mwaruma Johnes, MP,
Senator, Taita Taveta County,
Main Parliament Buildings,
NAIROBI.**

Annex 2

KNUT TAITA TAVETA BRANCH
ERRONEOUS KEWOTA DEDUCTIONS

S/NO	TSC NO.	NAME
1	540857	JENIPHER MWASHAGA
2	243741	HAZEL SHALI CHOMBO
3	464596	MAGDALENE MGHOI MWAMBURI
4	764922	HALIMA HAMISI RANZUGA
5	549295	WINNIE MAKUMBO KIRIGHA
6	274992	MATILDA L MWAKIMA
7	200359	JANETH BOMBO
8	319262	VALENTINW MBALA MWADULO
9	409460	BETTY WALOWE NYANGE
10	409527	MARTHA M. MWAKIO
11	466455	IRENE MERCY W. KISAKA
12	458487	HELEN R. M. NJUMWA
13	311168	JANETH A. ADOMA
14	448688	AGNES U. NYALE
15	546122	PETRONILA M. KIOKO
16	409531	JANET MWANDISHA
17	316948	JANE MNYASA
18	506640	JOYCE RUMA
19	496276	FRIDAH M. MWADIME
20	385822	DOROTHY WANJALA MWADIME
21	783388	HELLEN KAWIRA
22	641423	SERAPHINE NTHENYA KAMAMI
23	456693	DEBORAH WABOSHA MLATI
24	320232	CAROLINE MUTHONI WANJAU
25	243648	CLARA MRUDE MWACHIA
26	666367	NYONGESA RUTH NAMULUNDA
27	528737	AGATHA MULI MBITI
28	309372	FLORENCE W. MWASI
29	369636	GINORA MWANG'OMBE
30	493426	NANCY KEMUNTO OMWANZA
31	213875	AGNES MGHOI MASAKA
32	369092	MAURINE MKAMBOI KOMBO
33	571454	MAGGIE W. MWANGOMBE
34	409442	SOPHIE W. MBULAH
35	307502	MARY KIWINDA
36	367077	MWALIMO BEATRICE
37	378394	DORCAS MZAE
38	425075	HILDAH MANGA MWAMSINDO
39	449337	SHEILA MSHAI MDALI
40	476564	NOELA MWAMKUU
41	679720	SARAH GACERI MUGAMBI
42	617574	WINFRED NYIVA
43	682417	JOSEPHINE MBITHE MUINDI

44	697226	NJERI NJUGUNA
45	308957	MARTHA W. MANYONGI
46	704679	IRENE MANGA MALUSHA
47	277915	PHIDILIAH NJORE
48	381069	LUCY SAMBA MWAKULILA
49	428880	MARGARET MUTHEU MWANIKI
50	660218	PAULINE KOKI KIMANZI
51	497445	MATILDA W. WAMBUA
52	655752	MANG'ENG'E MAGDALENE KATUKU
53	507854	GLADYNESS W. MGHENDI
54	681288	MARGARET MKALUMA MWAPOA
55	459212	NAOM M. NDEMWA
56	508073	BEATRICE S. MCHALONGO
57	528772	JAMILIA WAKIO SAMBA
58	290638	AGNES WANJAZI NYANGE
59	368003	RINAH KIWASI
60	528718	ALICE I. MWAKANGALU
61	560592	IRENE NDINDA MUSYA
62	432378	CONCECER KIJALA MJOMBA
63	561491	JENIFER M. MUTUA
64	568475	MARGARET L. WUGHANGA
65	486223	REDEMTA WAWUDA NGANYI
66	553211	LILIAN M. MWAWAKE
67	308045	LYDIAH WAMBUGHA MAGHANGA
68	346735	SALOME MWACHARO
69	529886	EMILY W. MSHIMBA
70	371006	PHOEBE MWATIBO
71	768754	RODE BOCHABERI OGENDI
72	290639	DENICE MWAPEA
73	409463	ALICE CHAO MEJIRO
74	495358	ADELLA MWASARU
75	709247	MIRIAM KAHASO MWAMOSE
76	460930	LUCY WAKIO MWAGHOGHO
77	661227	MESAIDI HASSAN MWIJAKA
78	663450	HILDA MILAMBO YONGO
79	743232	PENINAH NDUKU MWANGANGI
80	430937	EUNICE SALDA KINYILI
81	382645	CLEMENCE MWANDAWIRO
82	379597	TARSILA WAWUDA MWASHIMBA
83	757046	JOYCE BAHATI NGALAA
84	716754	NAOMI WAITHIRA WAITHAKA
85	209338	PRUDENCE KAMBE MWAMBI
86	757834	CHRISTINE SALAMA KATANA
87	528759	ELINA W. MWALOKO
88	722670	AGNES KAMENE KASAMU
89	243711	EDAIDE WALEGWA KWARIA
90	551275	MARY MUTHESYA MUTUA
91	371018	MARTINAH MGHARO MWAWASI

92	721960	CONSTANCE M. MUMO
93	307504	FLORENCE MANGANGA
94	421194	PELU ANGELINE SARU
95	717545	ESTHER KASYOKA MALOMBO
96	622480	LILIAN KALEKYE MUTISYA
97	461122	GRACE MBALA MNENGWA
98	446163	JOSEPHINE WUGHANGA MOMBO
99	260498	MONICA MALEMBA MASERA
100	528733	EDDAH WAKIO MAFUNDO
101	533821	JERADINE NDUKU IVONGO
102	526884	MARGARET MGHOI MKANJALA
103	548810	MARY K. MUTEGI
104	371004	EUDOSIAH M. MTONGOLO
105	768858	ORANG'O N. NAUM
106	243693	PHENNY MWAMBA
107	570335	STELLA N. KISOMO
108	421960	PRISCAH M. NGIE
109	243736	SILIANA M. TALU
110	223314	EDITAH CHAO MWANDAA
111	355921	JANET BUDUKO JOHN
112	426345	GRACE MKANJALA WAMATI
113	404068	MILLICENT A. JUMA
114	439533	PERIS NJOKI WANJIRU
115	421402	MWANARISI LUNG'AZI
116	555376	NGELINE KIMWELI
117	494957	MERCY WANGIO
118	468487	ELTRUDA MGHOI
119	368008	GETRUDE WOKONI
120	365775	FLORENCE MWASI
121	548823	JOSEPHINE MWENDE
122	496242	REGINA MKANG'OMBE MWADIME
123	256244	ROSE WACHIA MWABILI
124	275027	LEAH WADOMU KINOKO
125	264399	PATRICIA WANDOE BLAZIOUS
126	368001	ELIZABETH WAKESHO MWAGWEDE
127	458535	CATHERINE KATINA NYALE
128	578757	JAEL WAMBUGHA MWASHAO
129	602460	NAOMI MABEMBA NYANGE
130	421193	KADORI JANETH WANJALA
131	243672	RACHEL M. MWANDANGO
132	379600	MARY W. MLIWA
133	564012	JACINTA N. KIIO
134	483131	CHRISTINE MASHAKA SALIM
135	647937	DORCAS M. KAULU
136	409445	ANNA W. MWAKICHI
137	480256	DOLPHIN HANA NKUWA
138	343947	TEREZI W. MWAJUMWA
139	290676	ORIPA WAMACHI MGHANGA

140	602449	CHRESENCIA SAMBA MGHANA
141	529834	CAROLINE ELINAH MWASINGO
142	209325	ACHSAH KACHILA
143	451028	SELLINA M. LUGHANO
144	409520	AGNES NYAMBU
145	498731	PERIS W. MWADIME
146	376553	SLESTINA NDAMU
147	423448	CECILIA MWASHIGHADI
148	445175	APPOLONIA MANGA MWANINGO
149	384539	EMILY MKAKODI NYINGI
150	428026	JANET SAU TOLE
151	496277	PATRICIA M. KALA
152	441931	RODAH S. KOSEN
153	409452	MWANG'OMBE R. WAVUA
154	241768	NANCY W. KIHARA
155	449804	MATILDA MALEMBA MGHANGA
156	325777	NDITA CHRISTINE MUSA
157	641389	EUNICE NDANU MUOKA
158	805779	EGA MASUDI
159	486066	MAUREEN M. LOSINA
160	492917	APPOLONIA ATIENO ARWA
161	665030	MARGARET M. LUMUNGE
162	575539	JANE KAVINYA MUIYA
163	383039	ROSE M. ONYANGO
164	549738	STELLAMARIS M. MUTISYA
165	553372	WINFRED MBULA MAWEU
166	672531	CECILIA K. MUOKA
167	530913	FLORENCE CHAO MGEMI
168	681404	ELIZABETH SALAMA
169	752024	CAROLLYNE M. MWOLOLO
170	429112	DIANA K. MWANYIKA
171	656341	VERONICAH NGANGI

REPUBLIC OF KENYA

Telegraphic Address
'Bunge', Nairobi
Telephone 2848000
Fax: 2243694
E-mail: clerk.senate@parliament.go.ke



The Senate
Clerk's Chambers
Parliament Buildings
P. O. Box 41842 -00100
NAIROBI, Kenya

**PARLIAMENT
OFFICE OF THE CLERK OF THE SENATE**

SEN/DSEC/SCLSW/2023/152

25th July, 2023

Ms. Benta Opande,
Chief Executive Officer,
Kenya Women Teachers Association,
NAIROBI.

Dear *Madam,*

**RE: PETITION REGARDING UNLAWFUL SALARY DEDUCTIONS OF FEMALE
TEACHERS BY THE KENYA WOMEN TEACHERS ASSOCIATION
(KEWOTA).**

We refer to the meeting of the Standing Committee on Labour and Social Welfare held on Tuesday, 18th July, 2023 at which you were present.

During the Meeting, the Committee observed that the Kenya Women Teachers Association (KEWOTA) could not confirm to the Committee as to when Ms. Tarsila Mwashimba, the lead petitioner joined the Association, and whether she was ever a Member, while the Teachers Service Commission confirmed that the deductions from her paycheck went to KEWOTA.

The Committee resolved that KEWOTA –

1. confirms whether Ms. Tarsila and the other listed eight Petitioners were ever Members, and if they were, to provide comprehensive details on when they joined and/or exited the Association; and
2. provides a comprehensive list of their members in Taita Taveta County from its inception up to 30th June, 2023, giving details of their TSC numbers, their dates of joining and exiting, where necessary.

The purpose of this letter is therefore to request you to submit a comprehensive response on the above information on or before **Friday, 4th August, 2023**. The response may be sent **by email**, on the address clerk.senate@parliament.go.ke and copied to laboursocialwelfarecomm.senate@parliament.go.ke; and

Ms. Mwanate Shaban, Senior Clerk Assistant (Cell Number- 0726953257; Email: mwanate.shaban@parliament.go.ke), is the Clerk to the Committee and is responsible for all arrangements relating to this matter.

Yours *Sincerely,*

J.M. Nyegenye
J.M. NYEGENYE, CBS,
CLERK OF THE SENATE.

Copy to:

Sen. Mwaruma Johnes, MP,
Senator, Taita Taveta County,
Main Parliament Buildings,
NAIROBI.

11 AUG 2023

TEACHERS SERVICE COMMISSION

TELEPHONE: 020 2892000

EMAIL: info@tsc.go.ke

WEBSITE: www.tsc.go.ke



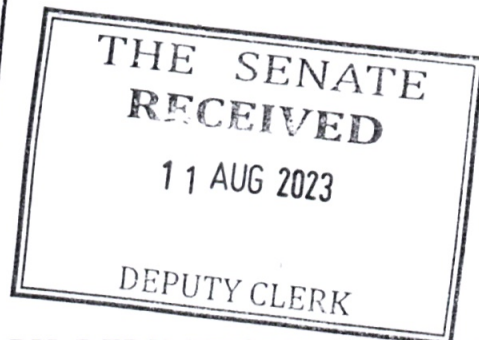
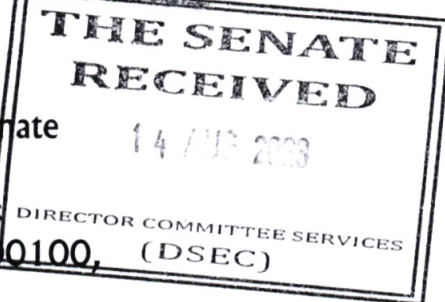
TSC HOUSE, UPPERHILL,
KILIMANJARO ROAD,
OFF MARA ROAD,
PRIVATE BAG - 00100,
NAIROBI, KENYA.

When Replying Please Quote:

Our Ref: CS/TSC/78/VOL IV

Date: 10TH AUGUST, 2023

The Clerk of the Senate
Clerk's Chambers,
Parliament Buildings
P. O. Box 41842-00100,
NAIROBI.



PETITION REGARDING UNLAWFUL SALARY DEDUCTIONS OF FEMALE TEACHERS BY THE KENYA WOMEN TEACHERS ASSOCIATION (KEWOTA)

The above captioned matter and your letter Ref: SEN/DSEC/SCLSW/2023/153 dated 25th July, 2023 refers.

Pursuant to your letter, we have prepared and attached herein:

1. The membership status of Ms. Tarsila and the other eight petitioners as **Appendix 1**.
2. The membership status of the list of 171 teachers as **Appendix 2**.


CAVIN ANYUOR
FOR: SECRETARY/CHIEF EXECUTIVE
TEACHERS SERVICE COMMISSION

DSEC

kindly deal

Ms. Mwanate.
Kindly deal.
Sub.
17/08/23

11/08/23

APPENDIX 1: STATUS OF THE 8 PETITIONERS

S/NO	TSC NO.	NAME	ENTRY DATE	EXIT DATE
1.	428372	Mishi Omar	14/01/2020	5/08/2020
			21/3/2022	To date
2.	528737	Agatha Mbiti	14/1/2020	31/8/2020
			22/9/2022	7/3/2023
			23/3/2023	To date
3.	213820	Eline Makazala	11/6/2019	To date
4.	530918	Tabitha Nyambane	14/1/2020	3/2/2020
			24/10/2022	4/11/2022
			23/11/2022	4/6/2023
5.	409520	Agnes Nyambu	10/12/2019	24/12/2019
			21/3/2022	31/8/2022
			22/9/2022	19/7/2023
6.	379597	Tarsila Mwashimba	14/1/2020	14/2/2020
			21/3/2022	20/4/2022
			25/7/2022	10/8/2022
			22/8/2022	29/8/2022
			22/9/2022	18/2/2023
			23/2/2023	16/5/2023
7.	555517	Hallencia Chari	11/12/2019	2/9/2022
			22/9/2022	To date
8.	365775	Florence Mwasi	10/12/2019	4/6/2021
			24/10/2022	8/3/2023
			23/3/2023	20/7/2023

1	540857	Miss Mwashaga, Jenipher Wuganga	25/Jul/2022	30/Aug/2022
2	243741	Mrs Chombo, Hazel Shali	22/Sep/2022	Deduction Still Running
3	464596	Ms Mwamburi, Magdalene Mghoi	25/Jul/2022	29/Aug/2022
4	764922	Miss Ranzuga, Halima Hamisi	25/Jul/2022	Deduction Still Running
5	549295	Miss Kirigha, Winnie Makumbo	21/Mar/2022	Deduction Still Running
6	274992	Mrs Mwakima, Matildah Liverson	25/Jul/2022	30/Aug/2022
7	200359	Mrs Bombo, Janet	25/Jul/2022	Deduction Still Running
8	319262	Mrs Mwadulo, Valentine Mbala	21/Mar/2022	30/Aug/2022
9	409460	Miss Nyange, Betty Walowe	21/Mar/2022	30/Aug/2022
10	409527	Miss Mwakio, Martha Mkaisaka	21/Mar/2022	31/Aug/2022
11	466455	Miss Kisaka, Irene Mercy Walegwa	25/Jul/2022	06/Mar/2023
12	458487	Mrs Njumwa, Hellen Mkamaganga	25/Jul/2022	06/Sep/2022
13	311168	Mrs Adoma, Janet Atieno	21/Mar/2022	Deduction Still Running
14	448688	Miss Nyale, Agnes Umazi	21/Mar/2022	31/Aug/2022
15	546122	Miss Kioko, Petronila Munanie	25/Jul/2022	13/Jan/2023
16	409531	Mrs Mwandisha, Janet Samba	14/Jan/2020	18/May/2023
17	316948	Mrs Mnyasa, Jane Mighulo M	10/Dec/2019	Deduction Still Running
18	506640	Miss Ruma, Joyce Mkamachi	25/Jul/2022	02/Aug/2022
19	496276	Miss Mwadime, Fridah Maghuwa	25/Jul/2022	31/Aug/2022
20	385822	Ms Maganga, Dorothy Wanjala	21/Mar/2022	31/Aug/2022
21	783388	Miss Kawira, Hellen	22/Sep/2022	07/Mar/2023
22	641423	Ms Kamami, Seraphine Nthenya	25/Jul/2022	01/Sep/2022
23	456693	Miss Mlati, Deborah Wabosha	25/Jul/2022	08/Sep/2022
24	320232	Mrs Wanjau, Caroline Muthoni	21/Mar/2022	01/Sep/2022
25	243648	Ms Mrunde, Clara Mwachia	22/Sep/2022	07/Mar/2023
26	666367	Miss Nyongesa, Ruth Namulunda	22/Sep/2022	06/Mar/2023
27	528737	Mrs Mbiti, Agatha Muli	22/Sep/2022	Deduction Still Running
28	309372	Miss Mwasi, Florence Wachugha	25/Jul/2022	31/Aug/2022
29	369636	Mrs Mwangombe, Ginorah Makaji Stanley	21/Mar/2022	31/Aug/2022
30	493426	Mrs Omwanza, Nancy Kemunto	22/Sep/2022	07/Mar/2023
31	213875	Mrs Mghoi, Agnes Masaka	22/Sep/2022	Deduction Still Running
32	369092	Mrs Kombo, Maurine Mkamboi	21/Mar/2022	Deduction Still Running
33	571454	Miss Mwangombe, Maggie Wuganga	23/Mar/2023	17/Jul/2023
34	409442	Miss Mbula, Sophie Wavua	21/Mar/2022	02/Sep/2022
35	307502	Miss Kiwinda, Mary Mng'anga	25/Jul/2022	Deduction Still Running
36	367077	Mrs Mwalimo, Beatrice Mambori	25/Jul/2022	08/Mar/2023
37	378394	Mrs Mzae, Dorcas	21/Mar/2022	Deduction Still Running
38	425075	Mrs Mwamsindo, Hildah Manga	21/Mar/2022	12/Apr/2022
39	449337	Miss Mdali, Sheila Mshai	21/Mar/2022	Deduction Still Running
40	476564	Miss Mwamkuu, Noela Shighadi	25/Jul/2022	31/Aug/2022
41	679720	Miss Mugambi, Sarah Gaceri	25/Jul/2022	04/Aug/2022
42	617574	Mrs Lua, Winfred Nyiva	25/Jul/2022	31/Aug/2022
43	682417	Miss Muindi, Josephine Mbithe	25/Jul/2022	31/Aug/2022
44	697226	Miss Njuguna, Njeri	25/Jul/2022	31/Aug/2022
45	308957	Mrs Manyongi, Martha Wawuda	10/Dec/2019	19/Jul/2023

46	704679	Miss Malusha, Irene Manga	25/Jul/2022	04/Aug/2022
47	277915	Mrs Njore, Phidiliah Mkamburi	10/Dec/2019	19/Jul/2023
48	381069	Miss Mwakulila, Lucy Samba	21/Mar/2022	20/Jun/2022
49	428880	Miss Mwaniki, Margaret Mutheu	21/Mar/2022	06/Jan/2023
50	660218	Miss Kimanzi, Pauline Koki	25/Jul/2022	Deduction Still Running
51	497445	Miss Wambua, Matilda Wasai	25/Jul/2022	29/Aug/2022
52	655752	Miss Mang'eng'e, Magdalene Katuku	25/Jul/2022	29/Aug/2022
53	507854	Mrs Mghendi, Gladyness Wughanga	25/Jul/2022	Deduction Still Running
54	681288	Mrs Mwapoa, Margaret Mkaluma	22/Sep/2022	07/Mar/2023
55	459212	Miss Ndemwa, Naom Munanye	25/Jul/2022	04/Aug/2022
56	508073	Miss Mchalongo, Beatrice Shighadi	22/Sep/2022	Deduction Still Running
57	528772	Miss Samba, Jemiliah Wakio	25/Jul/2022	30/Aug/2022
58	290638	Mrs Nyange, Agnes Wanjazi	22/Sep/2022	06/Jul/2023
59	368003	Mrs Kiwasi, Rinah Kisombe	22/Sep/2022	Deduction Still Running
60	528718	Miss Mwakangalu, Alice Irisonyi	22/Sep/2022	Deduction Still Running
61	560592	Mrs Musya, Irene Ndinda	25/Jul/2022	31/Aug/2022
62	432378	Mrs Mjomba, Concecer Kijala	22/Sep/2022	Deduction Still Running
63	561491	Mrs Mutua, Jennifer Muthoki	11/Dec/2019	06/Jul/2023
64	568475	Wughanga, Margaret Wakesho	25/Jul/2022	31/Aug/2022
65	486223	Mrs Nganyi, Redemta Wawuda	25/Jul/2022	31/Aug/2022
66	553211	Mrs Mwanake, Lilian Manga	25/Jul/2022	Deduction Still Running
67	308045	Mrs Maghanga, Lydia Wambugha	25/Jul/2022	02/Sep/2022
68	346735	Miss Mwacharo, Salome Mwae	21/Mar/2022	01/Sep/2022
69	529886	Miss Mshimba, Emily Wanjala	25/Jul/2022	11/Sep/2022
70	371006	Miss Mwatibo, Phoebe Alice Chao	21/Mar/2022	Deduction Still Running
71	768754	Mrs Ogendi, Rose Bochaberi	25/Jul/2022	02/Sep/2022
72	290639	Mrs Mwapea, Denice Chao	25/Jul/2022	05/Sep/2022
73	409463	Miss Mejiro, Alice Chao	21/Mar/2022	03/Sep/2022
74	495358	Miss Mwasaru, Adella Mkamburi	25/Jul/2022	05/Sep/2022
75	709247	Miss Mwamose, Miriam Kahaso	25/Jul/2022	05/Sep/2022
76	460930	Miss Mwaghogho, Lucy Wakio	22/Sep/2022	02/Oct/2022
77	661227	Miss Mwijaka, Mesaidi Hassan	22/Sep/2022	12/May/2023
78	663450	Miss Yongo, Hilda Milambo	25/Jul/2022	02/Sep/2022
79	743232	Mrs Mwangangi, Peninah Nduku	22/Sep/2022	20/Mar/2023
80	430937	Mrs Kinyili, Eunice Saida	21/Mar/2022	01/Jul/2022
81	382645	Miss Mwandawiro, Clemence Wakesho	21/Mar/2022	08/May/2023
82	379597	Miss Mwashimba, Tarsila Wawuda	21/Mar/2022	20/Apr/2022
83	757046	Ms Ngala, Joyce Bahati	25/Jul/2022	02/Dec/2022
84	716754	Mrs Waithaka, Naomi Waithira	17/Mar/2020	18/Jul/2023
85	209338	Mrs Mwambi, Prudence Kambe	25/Jul/2022	06/Jan/2023
86	757834	Miss Katana, Christine Salama	25/Jul/2022	29/Aug/2022
87	528759	Miss Mwaloko, Elina Waleghwa	25/Jul/2022	09/Aug/2022
88	722670	Miss Kasamu, Agnes Kamene	25/Jul/2022	04/Aug/2022
89	243711	Mrs Kwaria, Edlaide Walegwa	25/Jul/2022	Deduction Still Running
90	551275	Mrs Mutua, Mary Muthesya	25/Jul/2022	08/Sep/2022
91	371018	Mrs Mwawasi, Martinah Mgharo	22/Sep/2022	04/Nov/2022

92	721960	Miss Mumo, Constance Mwikali	25/Jul/2022	06/Mar/2023
93	307604	Not on Payroll	Not on Payroll	Not on Payroll
94	421194	Ms Pelu, Angelina Saru	21/Mar/2022	31/Aug/2022
95	717545	Miss Malombo, Esther Kasyoka	25/Jul/2022	Deduction Still Running
96	622460	Mrs Mbaka, Josphine Kambura	28/May/2019	Deduction Still Running
97	461122	Miss Mnengwa, Grace Mbala	25/Jul/2022	01/Aug/2022
98	446163	Ms Mombo, Josephine Wughanga	21/Mar/2022	Deduction Still Running
99	260498	Mrs Masera, Monica Malemba	25/Jul/2022	02/Aug/2022
100	528733	Ms Mafundo, Eddah Wakio	25/Jul/2022	29/Aug/2022
101	533821	Mrs Ivongo, Jeradine Nduku	25/Jul/2022	31/Aug/2022
102	526684	Miss Osumba, Elizabeth Anyango	21/Mar/2022	13/Jul/2023
103	548810	Ms Mutegi, Mary Kainyu	25/Jul/2022	19/Jul/2023
104	371004	Miss Mtongolo, Eudensiah Malemba	21/Mar/2022	29/Aug/2022
105	768858	Miss Orang'o, Naum Nyanchoka	30/May/2019	Deduction Still Running
106	243693	Ms Mwamba, Phenny Gombe	25/Jul/2022	31/Aug/2022
107	570335	Miss Kisomo, Stella Ndunge	25/Jul/2022	Deduction Still Running
108	421960	Mrs Musangi, Prisca Ngie	21/Mar/2022	Deduction Still Running
109	243736	Mrs Talu, Mary Siliana	25/Jul/2022	31/Aug/2022
110	223314	Mrs Mwandaa, Editah Chao	25/Jul/2022	Deduction Still Running
111	355921	Mrs Buduko, Janet John	21/Mar/2022	Deduction Still Running
112	426345	Miss Wamati, Grace Mkanjala	21/Mar/2022	28/Apr/2022
113	404063	Mrs Nondoh, Akuno Hellen	25/Jul/2022	Deduction Still Running
114	439533	Miss Wanjiru, Peris Njoki	21/Mar/2022	07/Apr/2022
115	421402	Mrs Lungazi, Mwanavusi	21/Mar/2022	Deduction Still Running
116	555376	Mrs Kimweli, Anjeline Mbinya	25/Jul/2022	Deduction Still Running
117	494957	Mrs Wangio, Mercy Mudi	25/Jul/2022	04/Oct/2022
118	468487	Miss Mwashighadi, Eltruda Mghoi	25/Jul/2022	Deduction Still Running
119	358008	Ngetich K. Ezekiel	Not on Payroll	dismissed on 19/11/2020
120	365775	Mrs Mwasi, Florence Mawondo	21/Mar/2022	31/Aug/2022
121	548823	Ms Mwende, Josephine Benjamin	16/Aug/2019	28/Sep/2019
122	496242	Miss Mwadime, Regina M Kang'ombe	09/Jun/2022	31/Aug/2022
123	256244	Mrs Mwabili, Rose Wachia	25/Jul/2022	31/Aug/2022
124	275027	Mrs Kinoko, Leah Wadomu	25/Jul/2022	31/Aug/2022
125	264399	Mrs Blazius, Patricia Wandoe	09/Jun/2022	Deduction Still Running
126	368001	Miss Mwagwede, Elizabeth Wakesho	21/Mar/2022	31/Aug/2022
127	458535	Ms Nyale, Catherine Katini	25/Jul/2022	01/Sep/2022
128	578767	shalakha Elphas Kainanga	Teacher not employed by TSC	
129	602460	Miss Nyange, Naomi Mabemba	22/Sep/2022	07/Mar/2023
130	421193	Mrs Kadori, Janeth Wanjala	21/Mar/2022	31/Aug/2022
131	243672	Mrs Mwandango, Rachel Mbori	22/Sep/2022	07/Jul/2023
132	379600	Mrs Wakesho, Mary Mliwa	21/Mar/2022	05/Sep/2022
133	564012	Miss Kiio, Jacinta Ndinda	25/Jul/2022	10/Dec/2022
134	483131	Miss Salim, Christine Mashaka	25/Jul/2022	31/Aug/2022
135	647937	Miss Kaulu, Dorcas Mutindi	25/Jul/2022	Deduction Still Running
136	409445	Mrs Mwakichi, Anna Wakio	21/Mar/2022	31/Aug/2022
137	480256	Miss Nkuwa, Dolphine Hana	25/Jul/2022	31/Aug/2022

138	343947	Mrs Mwajumwa, Terezi Wanyika	21/Mar/2022	Deduction Still Running
139	290676	Mrs Mghanga, Oripa Wamachi	10/Dec/2019	19/Jul/2023
140	602449	Mrs Mghana, Chresencia Samba	22/Sep/2022	Deduction Still Running
141	529834	Miss Mwasingo, Caroline Elinah	25/Jul/2022	Deduction Still Running
142	209325	Mrs Kachila, Achsa Wawuda	25/Jul/2022	01/Sep/2022
143	451028	Miss Lughano, Selina Mkan'gombe	09/Jun/2022	14/Sep/2022
144	409520	Miss Nyambu, Agnes Mkiwa	21/Mar/2022	31/Aug/2022
145	498731	Miss Mwadime, Peris Wughanga	25/Jul/2022	31/Aug/2022
146	376553	Mrs Selestina, Ndamu	21/Mar/2022	18/Jul/2023
147	423448	Miss Mwashighadi, Cecilia	21/Mar/2022	21/Jun/2022
148	445175	Miss Mwaningo, Appolonia Manga	22/Sep/2022	08/Oct/2022
149	384539	Mrs Nyingi, Emily Mkakodi	22/Sep/2022	Deduction Still Running
150	428026	Miss Tole, Janet Sau	21/Mar/2022	05/Jul/2023
151	496277	Miss Kala, Patricia Matunda	22/Sep/2022	30/Sep/2022
152	441931	Miss Kosen, Rodah Sein	21/Mar/2022	14/Sep/2022
153	409452	Miss Mwangombe, Rozina Wavua	21/Mar/2022	06/Mar/2023
154	241768	Mrs Kihara, Nancy Wambui	10/Dec/2019	10/Jul/2023
155	449804	Mrs Maghanga, Matilda Malemba	25/Jul/2022	03/Mar/2023
156	325777	Miss Musa, Christine Ndita	21/Mar/2022	01/Sep/2022
157	641389	Mrs Muoka, Eunice Ndanu	25/Jul/2022	26/Jan/2023
158	805779	Mrs Masudi, Ega	25/Jul/2022	31/Aug/2022
159	486066	Miss Losina, Maureen Mghoi	25/Jul/2022	05/Sep/2022
160	492917	Mrs Arwa, Appolonia Atieno	25/Jul/2022	Deduction Still Running
161	665030	Miss Lumunge, Margaret Mnyazi	25/Jul/2022	19/Aug/2022
162	575539	Miss Muiya, Jane Kavinya	25/Jul/2022	05/Aug/2022
163	383039	Ms Onyango, Rose Malale	21/Mar/2022	Deduction Still Running
164	549738	Mrs Mutisya, Stellamaris Mwelu	25/Jul/2022	14/Sep/2022
165	553372	Miss Maweu, Winfred Mbula	25/Jul/2022	03/Sep/2022
166	672531	Mrs Muoka, Cecilia Kathoki	25/Jul/2022	10/Jul/2023
167	530913	Miss Mgemi, Florence Chao	10/Dec/2019	10/Jul/2023
168	681404	Miss Mwambire, Elizabeth Salama	25/Jul/2022	11/Sep/2022
169	752024	Miss Mwololo, Caroline Mumbua	25/Jul/2022	Deduction Still Running
170	429112	Miss Mwanyika, Dinah Kishagha	21/Mar/2022	Deduction Still Running
171	656341	Miss Ngangi, Veronicah Kathina	25/Jul/2022	Deduction Still Running