



UNIVERSITIES ACADEMIC STAFF UNION (UASU)

NAIROBI, Friday, 30 October 2026

FOR IMMEDIATE RELEASE

THE STRIKE IS OVER

Ladies and Gentlemen, Good evening.

Today, the Universities Academic Staff Union (UASU) and the Inter-Public Universities Councils Consultative Forum (IPUCCF), under the auspices of the Inter-Ministerial Committee, held negotiations on the 2025–2029 Collective Bargaining Agreements (CBAs) and the issues that precipitated the strike which commenced on 2 October 2026.

I am pleased to report that the parties discussed and reached agreement on the following matters:

(i) The parties acknowledge that the Government has provided **KSh 20 Billion** to fund the 2025–2029 CBAs.

(ii) The KSh 20 billion shall be released in three tranches as follows:

a. **First tranche:** KSh 6.7 billion in the Financial Year 2026/2027;

b. **Second tranche:** KSh 6.7 billion in the Financial Year 2027/2028;

c. **Third tranche:** KSh 6.6 billion in the Financial Year 2028/2029;

(iii) Monthly basic salaries shall be increased by three-point five per cent (3.5%) annually for four (4) years, with effect from 1 July 2025.

(iv) The automatic annual salary increment shall be five per cent (5%).

(v) The following allowances have been harmonised and increased for the vast majority of academic staff in public universities: commuter allowance, leave allowance, and passage and baggage allowance.

(vi) Accrued arrears in respect of basic salaries and allowances for the period **1 July 2025 to 30 June 2026** shall be paid in three tranches.

(vii) Accrued arrears in respect of basic salaries and allowances for the period **1 July 2026 to 31 December 2026** shall be paid together with the January 2027 salaries.

(viii) All disciplinary action initiated against employees during the pendency of the industrial action shall be deemed withdrawn. Further, for employees serving on contract, their participation in the industrial action shall not prejudice the renewal of their contracts.

Based on these agreements, UASU and IPUCCF have today signed a **Return to Work Formula (RTWF)**, bringing to an end the strike that has disrupted teaching, learning and research in all public universities since the beginning of October 2026.

Today's agreement is a compromise, and reaching it was not easy. In making concessions, UASU carefully balanced the plight of students with the fundamental rights of academic staff to dignified working conditions, collective bargaining and pension security.

UASU takes this opportunity to thank the Government, particularly the Ministry of Education and the National Treasury, for availing the funding required for the 2025–2029 CBAs.

UASU further notes that the Return to Work Formula guarantees that universities shall not victimise academic staff or union officials on account of their participation in the industrial action. The Formula safeguards the jobs of our members, including those serving on contract, and provides for the withdrawal of all disciplinary letters issued during the pendency of the industrial action.

UASU sincerely thanks all academic staff for the unwavering solidarity, commitment, discipline and firm resolve demonstrated throughout the industrial action. Once again, UASU members have set an excellent example to other unions and to our fellow Kenyans, demonstrating that, despite our diversity, we remain united in defence of our collective interests and rights.

We also thank our students for their patience and resilience in bearing the disruption to their learning. We invite all students to resume their studies immediately.

We have now achieved the objectives of our strike.

THE STRIKE IS OVER.

All our members are expected to resume their teaching, research and other academic duties on **Monday, 2 November 2026**.

Thank you.

- Thank you.

Solidarity for ever.

-ENDS-

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