

PUBLIC UNIVERSITIES  
UASU

2025-2029 CBA BASIC SALARY TABLES

|           | NOTC<br>H | 2024-2025              | 2025-2026              | 2026-2027              | 2027-2028              | 2028-2029              |
|-----------|-----------|------------------------|------------------------|------------------------|------------------------|------------------------|
|           |           | Basic Salary<br>(Kshs) | Basic Salary<br>(Kshs) | Basic Salary<br>(Kshs) | Basic Salary<br>(Kshs) | Basic Salary<br>(Kshs) |
| Grade 15A | 1         | 224,631                | 232,494                | 240,632                | 249,055                | 257,772                |
|           | 2         | 233,616                | 244,119                | 252,664                | 261,508                | 270,661                |
|           | 3         | 242,962                | 256,325                | 265,297                | 274,583                | 284,194                |
|           | 4         | 252,680                | 269,142                | 278,562                | 288,312                | 298,403                |
|           | 5         | 262,789                | 282,599                | 292,490                | 302,728                | 313,324                |
|           | 6         | 273,301                | 296,730                | 307,116                | 317,866                | 328,992                |
|           | 7         | 284,233                | 311,567                | 322,472                | 333,759                | 345,441                |
|           | 8         | 295,604                | 327,145                | 338,596                | 350,447                | 362,713                |
|           | 9         | 307,428                | 343,504                | 355,527                | 367,971                | 380,850                |
|           | 10        | 319,725                | 360,679                | 373,303                | 386,369                | 399,892                |
|           | 11        | 332,515                | 378,714                | 391,969                | 405,688                | 419,888                |
|           | 12        | 345,816                | 397,651                | 411,569                | 425,974                | 440,884                |
| Grade 14A | 1         | 193,182                | 199,944                | 206,943                | 214,187                | 221,684                |
|           | 2         | 200,911                | 209,942                | 217,290                | 224,896                | 232,768                |
|           | 3         | 208,947                | 220,440                | 228,156                | 236,142                | 244,407                |
|           | 4         | 217,306                | 231,463                | 239,565                | 247,950                | 256,629                |
|           | 5         | 226,000                | 243,036                | 251,543                | 260,348                | 269,461                |
|           | 6         | 235,040                | 255,188                | 264,120                | 273,365                | 282,933                |
|           | 7         | 244,442                | 267,948                | 277,327                | 287,034                | 297,081                |
|           | 8         | 254,220                | 281,346                | 291,194                | 301,386                | 311,935                |
|           | 9         | 264,389                | 295,413                | 305,753                | 316,455                | 327,531                |
|           | 10        | 274,965                | 310,185                | 321,042                | 332,279                | 343,909                |
|           | 11        | 285,965                | 325,694                | 337,094                | 348,893                | 361,105                |
|           | 12        | 297,403                | 341,979                | 353,949                | 366,338                | 379,160                |

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PUBLIC UNIVERSITIES  
UASU

2025-2029 CBA BASIC SALARY TABLES

|           | NOTCH | 2024-2025              | 2025-2026              | 2026-2027              | 2027-2028              | 2028-2029              |
|-----------|-------|------------------------|------------------------|------------------------|------------------------|------------------------|
|           |       | Basic Salary<br>(Kshs) | Basic Salary<br>(Kshs) | Basic Salary<br>(Kshs) | Basic Salary<br>(Kshs) | Basic Salary<br>(Kshs) |
| Grade 13A | 1     | 154,739                | 160,155                | 165,761                | 171,563                | 177,568                |
|           | 2     | 160,929                | 168,163                | 174,049                | 180,141                | 186,446                |
|           | 3     | 167,367                | 176,571                | 182,751                | 189,148                | 195,769                |
|           | 4     | 174,063                | 185,400                | 191,889                | 198,606                | 205,558                |
|           | 5     | 181,025                | 194,671                | 201,485                | 208,537                | 215,836                |
|           | 6     | 188,267                | 204,405                | 211,560                | 218,965                | 226,629                |
|           | 7     | 195,798                | 214,625                | 222,137                | 229,912                | 237,959                |
|           | 8     | 203,631                | 225,357                | 233,245                | 241,409                | 249,859                |
|           | 9     | 211,776                | 236,625                | 244,907                | 253,479                | 262,351                |
|           | 10    | 220,247                | 248,457                | 257,153                | 266,154                | 275,470                |
|           | 11    | 229,057                | 260,881                | 270,012                | 279,463                | 289,245                |
|           | 12    | 238,221                | 273,925                | 283,513                | 293,436                | 303,707                |
| Grade 12A | 1     | 121,928                | 126,196                | 130,613                | 135,185                | 139,917                |
|           | 2     | 126,805                | 132,506                | 137,144                | 141,945                | 146,914                |
|           | 3     | 131,877                | 139,132                | 144,002                | 149,043                | 154,260                |
|           | 4     | 137,154                | 146,090                | 151,204                | 156,497                | 161,975                |
|           | 5     | 142,640                | 153,395                | 158,764                | 164,321                | 170,073                |
|           | 6     | 148,347                | 161,065                | 166,703                | 172,538                | 178,577                |
|           | 7     | 154,281                | 169,118                | 175,038                | 181,165                | 187,506                |
|           | 8     | 160,453                | 177,574                | 183,790                | 190,223                | 196,881                |
|           | 9     | 166,872                | 186,454                | 192,980                | 199,735                | 206,726                |
|           | 10    | 173,548                | 195,777                | 202,630                | 209,723                | 217,064                |
|           | 11    | 180,490                | 205,566                | 212,761                | 220,208                | 227,916                |
|           | 12    | 187,710                | 215,845                | 223,400                | 231,219                | 239,312                |

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PUBLIC UNIVERSITIES  
UASU  
2025-2029 CBA BASIC SALARY TABLES

|           | NOTCH | 2024-2025<br>Basic Salary<br>(Kshs) | 2025-2026<br>Basic Salary<br>(Kshs) | 2026-2027<br>Basic Salary<br>(Kshs) | 2027-2028<br>Basic Salary<br>(Kshs) | 2028-2029<br>Basic Salary<br>(Kshs) |
|-----------|-------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Grade 11A | 1     | 107,872                             | 111,648                             | 115,556                             | 119,601                             | 123,788                             |
|           | 2     | 112,187                             | 117,231                             | 121,335                             | 125,582                             | 129,978                             |
|           | 3     | 116,675                             | 123,093                             | 127,402                             | 131,862                             | 136,478                             |
|           | 4     | 121,344                             | 129,248                             | 133,772                             | 138,455                             | 143,301                             |
|           | 5     | 126,198                             | 135,711                             | 140,461                             | 145,378                             | 150,467                             |
|           | 6     | 131,246                             | 142,497                             | 147,485                             | 152,647                             | 157,990                             |
|           | 7     | 136,496                             | 149,622                             | 154,859                             | 160,280                             | 165,890                             |
|           | 8     | 141,956                             | 157,104                             | 162,603                             | 168,295                             | 174,186                             |
|           | 9     | 147,636                             | 164,960                             | 170,734                             | 176,710                             | 182,895                             |
|           | 10    | 153,542                             | 173,209                             | 179,272                             | 185,547                             | 192,042                             |
|           | 11    | 159,683                             | 181,870                             | 188,236                             | 194,825                             | 201,644                             |
|           | 12    | 166,072                             | 190,963                             | 197,647                             | 204,565                             | 211,725                             |
| Grade 10A | 1     | 63,647                              | 65,875                              | 68,181                              | 70,568                              | 73,038                              |
|           | 2     | 66,194                              | 69,170                              | 71,591                              | 74,097                              | 76,691                              |
|           | 3     | 68,843                              | 72,629                              | 75,172                              | 77,804                              | 80,528                              |
|           | 4     | 71,596                              | 76,260                              | 78,930                              | 81,693                              | 84,553                              |
|           | 5     | 74,460                              | 80,074                              | 82,877                              | 85,778                              | 88,781                              |
|           | 6     | 77,439                              | 84,079                              | 87,022                              | 90,068                              | 93,221                              |
|           | 7     | 80,538                              | 88,283                              | 91,373                              | 94,572                              | 97,883                              |
|           | 8     | 83,759                              | 92,697                              | 95,942                              | 99,300                              | 102,776                             |
|           | 9     | 87,110                              | 97,333                              | 100,740                             | 104,266                             | 107,916                             |
|           | 10    | 90,594                              | 102,201                             | 105,779                             | 109,482                             | 113,314                             |
|           | 11    | 94,218                              | 107,311                             | 111,067                             | 114,955                             | 118,979                             |
|           | 12    | 97,988                              | 112,678                             | 116,622                             | 120,704                             | 124,929                             |

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## PUBLIC UNIVERSITIES

## UASU

## Revised allowances rates

## 1) Basic Salary

| Basic Salary |                             | %     |
|--------------|-----------------------------|-------|
| All Grades   | CBA Adjustment per year     | 3.50% |
| All Grades   | Annual automatic adjustment | 5.00% |

## 2) HOUSE TO OFFICE (COMMUTER)

| Grade                 |             | Kshs   |
|-----------------------|-------------|--------|
| Grade 10A – Grade 15A | With Car    | 18,000 |
|                       | Without Car | 18,000 |

## 3) ANNUAL LEAVE AND BOOK ALLOWANCES

| Grade     | ANNUAL LEAVE | BOOK & ICT |
|-----------|--------------|------------|
|           | Ksh          | Ksh        |
| Grade 15A | 21,980       | 18,500     |
| Grade 14A | 21,197       | 17,500     |
| Grade 13A | 19,021       | 15,000     |
| Grade 12A | 17,570       | 14,000     |
| Grade 11A | 14,087       | 12,000     |
| Grade 10A | 8,754        | 10,000     |

## PROFESSORIAL ALLOWANCE

| Grade     | Kshs  |
|-----------|-------|
| Grade 15A | 7,500 |
| Grade 14A | 6,000 |

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