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**CHALLENGES IN IMPLEMENTATION OF FREE PRIMARY  
EDUCATION PROGRAMME:  
A CASE STUDY OF PUBLIC PRIMARY SCHOOLS IN GATANGA DISTRICT,  
MURANG'A COUNTY.**

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## ABSTRACT

The study is designed to investigate human resource factors that affect the implementation of Free Primary Education programme. It will look at four variables; Motivation of teachers, their skill level, their remuneration and the student teacher ratio and how they impact on effective implementation of FPE programme. By assessing the challenges in the implementation of FPE the researcher intends to highlight gaps in the policy and further the debate on how different stakeholders can perform /are performing. The study was carried out in Gatanga District in Murang'a County. The target of population for this study included the 12 public primary schools in Gatanga District with a population of 12 head teachers, 20 teachers. An investigation was carried out by conducting questionnaires and document review to obtain an in depth understanding of the situation on the ground. The collected data was then cleaned and analyzed using statistical tools and techniques; frequency analysis, graphs, tables and figures. From the findings, remuneration influences implementation of FPE. Remuneration of teachers enables them to fulfill the needs such as earning a livelihood, to acquire luxuries; to secure their future; to gain recognition in society, and to secure a respectable place in the society. In conclusion, there is a need to have efficiency in designing the teacher student ratio in order to provide quality teaching as the schools faced an acute shortage of teachers following the introduction of free and compulsory primary education. To meet the challenges posed by FPE on the quality of primary education in the country, there is a very urgent need to rationalize the recruitment and deployment of teachers, especially between urban and rural areas. There is also the need to work out new staffing norms or criteria at the school level and agreed and applied with maximum and minimum pupil teacher ratios at the classroom level.