



**Delamere Estates Limited v Kuyioni (Appeal E047 of 2025)
[2026] KEELRC 607 (KLR) (27 February 2026) (Ruling)**

Neutral citation: [2026] KEELRC 607 (KLR)

**REPUBLIC OF KENYA
IN THE EMPLOYMENT AND LABOUR RELATIONS COURT AT NAKURU
APPEAL E047 OF 2025
J RIKA, J
FEBRUARY 27, 2026**

BETWEEN

DELAMERE ESTATES LIMITED APPELLANT

AND

JANE CHEPKEMOI KUYIONI RESPONDENT

RULING

1. The Trial Court from which this Appeal emanates, gave Judgment in favour of the Respondent, finding that her contract was unfairly and unlawfully terminated by the Appellant, and granted her compensation and terminal benefits, amounting to Kshs. 167,147, with costs and interest.
2. The Appellant filed a Memorandum of Appeal dated 2nd September 2025. Simultaneously, the Appellant filed an Application for stay of execution of the Judgment. The Application is supported by the affidavit of Lucy Ndungu, Human Resource Manager, sworn on 2nd September 2025.
3. The Respondent filed a replying affidavit, sworn on 8th October 2025. In general she opposes the Application. However, at paragraph 11 of the affidavit, she proposes that,

" in any case, the decretal sum of Kshs. 167, 147 can be deposited in Court or in an joint interest earning account, pending hearing and determination of the alleged appeal."
4. It is not necessary to write a long Ruling in light of the proposal made by the Respondent, on grant of conditional order of stay of execution of Judgment, pending Appeal.

It is ordered: -

- a. Judgment of the Trial Court delivered on 12th August 2025 is stayed pending hearing and determination of the Appeal, on the condition that the decretal amount of Kshs. 167,147, is deposited in Court within 14 days of this Ruling.



b. In default execution to proceed.

c. No order on the costs.

**DATED, SIGNED AND DELIVERED ELECTRONICALLY AT NAKURU, UNDER RULE 68[5]
OF THE E&LRC [PROCEDURE] RULES, 2024, THIS 27TH DAY OF FEBRUARY, 2026.**

JAMES RIKA

JUDGE

