

REPUBLIC OF KENYA
IN THE EMPLOYMENT & LABOUR RELATIONS COURT

AT NAIROBI

ELRC CAUSE NO. E692 OF 2020

(Before Hon. Lady Justice Hellen Wasilwa, J)

KENYA UNION OF COMMERCIAL, FOOD

AND ALLIED WORKERS.....
CLAIMANT

VS

NEW KCC LIMITED
.....RESPONDENT

RULING

- 1 This ruling is in relation to the orders made in this judgment dated 23/10/25 where the grievants were awarded judgment in the following terms.
 1. 1 month's salary in lieu of notice as per appendix PN2 at page 76 of the claim.
 2. Release of ½ salaries for the period of suspension as per appendix 2 of the claim.
 3. Pending leave days as computed in appendix PN2 at page 76 of the claim.
 4. 6 months' salary as compensation for the unfair termination.
 5. Each grievant be issued with a certificate of service.

- 2 The parties were directed on 23/10/25 to file tabulations as per the judgment and serve on each other. The court is then to consider the tabulations and give directions.
- 3 I have received the tabulations filed by each party. The computation filed by the claimant has stated the salary payable to each grievant, period of suspension, salary payable, leave due and tabulation for each total. The tabulation by the respondent amounts to kshs 9,220,644 Annex A.
- 4 The respondents have faulted the tabulation of the grievants which include an award outside the courts judgment e.g gratuity.
- 5 The computation by the grievants does not include gratuity but in consideration of the 2 tabulations the point of departure seems to be on salary payable e.g for Joseph Kingori the respondent aver that his gross pay was kshs 41,397.00 whereas the claimants put the amount at kshs 53,646/-. For Peter Chui the respondents aver that the salary is kshs 53,646/- and time of suspension 2 months. The claimants put the amount at kshs 48,667/- and suspension period at 4 months 15 days. The tabulations differ on period of suspension and other details which the parties can agree upon. In the circumstances, I will urge the

parties to reconcile the loose ends and report back to
in 2 weeks.

**Dated, Signed and Delivered Virtually at Nairobi
this 23rd Day of March, 2026.**

**HELLEN WASILWA
JUDGE**