

**REPUBLIC OF KENYA  
IN THE EMPLOYMENT AND LABOUR  
RELATIONS COURT AT NAKURU  
MISCELLANEOUS APPLICATION NUMBER E061 OF 2025**

**BETWEEN**

1. LILIAN IRIGU RUGU [sued as the legal administrator of the estate of Paul Rogo Itotia, deceased}
2. NEWTON RUGU
3. ISAAC RUGU ..... APPLICANTS

**VERSUS**

SALPHINE AYUMA KARIUKI .....RESPONDENT

**RULING**

1. The Applicants seek orders of stay of execution of judgment/ decree of the Trial Court, and leave to appeal out of time.
2. The application shares the same factual and legal background, with **E&LRC Miscellaneous Application No. E062 of 2025 [the Applicants herein v. Luka Omuchiro Karachi alias Luka Manoa]** and **Miscellaneous Application No. E063 of 2025 [Applicants herein v. Faith Wathoni Njoroge]**.
3. Under **Miscellaneous Application No. E062 of 2025**, the Court addressed the application, finding it is not well-founded in fact and law, and therefore, to have no merit.
4. The same findings and orders shall apply to this application.

5. ***The application filed by the Applicants dated 4th November 2025 is declined.***

6. ***Costs to the Respondent***

Dated, signed and issued electronically at Nakuru, this 30 day of April 2026.

James Rika

Judge

A handwritten signature in blue ink, consisting of a stylized 'J' followed by a series of loops and a horizontal line.