

REPUBLIC OF KENYA

IN THE EMPLOYMENT AND LABOUR RELATIONS COURT OF KENYA AT

NAIROBI

CAUSE NO.1830 OF 2015

BENARD MUSYOKA NGWENZEE & 167 OTHERS.....CLAIMANTS

VERSUS

UZURI FOODS LIMITED.....RESPONDENT

RULING

On 11th November, 2020 the court delivered judgement herein and awarded the claimants, one (1) months' notice each and 8 months salary as compensation for unfair termination of employment.

The court at paragraph 65 noted that;

Due to [the] large number of claimants involved, these amounts will be tabulated by the claimants as per the above direction for each claimant and be presented to court in 2 weeks' time for adoption as part of this court's judgement.

The claimants filed their tabulations. A sample is that;

Mutava Nzevela;

One month's salary in lieu of notice Ksh.16,666;

8 months' salary compensation for loss of employment = 16,666x8 = Ksh.133, 328.

Total amount Ksh.149, 994.

And;

Benard Musyoka Ngwenze;

One month's salary in lieu of notice Ksh.15,908;

8 months' salary compensation for loss of employment = 15,908x8 = Ksh.127, 264.

Total amount Ksh.143, 172.

And;

Simon Mutinda Musau

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One month's salary in lieu of notice Ksh.23,284;

8 months' salary compensation for loss of employment = 23,284x8 = Ksh.186, 272.

Total amount Ksh.209, 556.

This formula is replicated for all the claimants. The multiplier is the gross monthly wage.

In response, the respondent filed counter tabulations for the same claimants as follows;

Mutava Nzevela;

One month's salary in lieu of notice Ksh.15,067;

8 months' salary compensation for loss of employment = 15,067x8 = Ksh.120, 536.

Total amount Ksh.135, 603.

And;

Benard Musyoka Ngwenze;

One month's salary in lieu of notice Ksh.14,422;

8 months' salary compensation for loss of employment = 14,422x8 = Ksh.115, 376.
 Total amount Ksh.129, 798.

And;

Simon Mutinda Musau;

One month's salary in lieu of notice Ksh.20,394;

8 months' salary compensation for loss of employment = 20,394x8 =Ksh.163, 152.

Total amount Ksh.183, 546.

The difference in tabulation was addressed. The claimant applied the total gross wage. the respondent addressed the total net wage

Whereas under section 49 (1) (c) of the Employment Act, 2007 the tabulation of dues payable to an employee should be based on the gross monthly wage; the equivalent of a number of month's wages or salary not exceeding twelve months based on the gross monthly wage or salary of the employee at the time of dismissal.

Under section 49(2) of the Employment Act, 2007 such dues should be paid less statutory deductions, the net wage; Any payments made by the employer under this section shall be subject to statutory deductions.

The tabulation by both parties are correct in that the claimants gross wages payable should then be subjected to statutory deduction and paid the net wage.

Accordingly, the schedule by the respondent having factored the gross wage and subjected to statutory deductions and applied for each of the 170 claimants shall apply. the tabulation by the respondent dated 9th March, 2021 is hereby adopted as the judgement amounts pursuant to paragraph 65 of the judgement delivered on 11th November, 2020 all at Ksh. 22,503,852 and in the following terms;

Benard Musyoka Ngwenze

i) One month's salary in lieu of notice 14,422

8 months' salary compensation of loss of employment 14,422x8 115,376

iii) Total amount due (kshs) 129,798

2 Mutava Nzevela

i) One month's salary in lieu of notice 15,067

8 months' salary compensation of loss of employment 15,067x8 120,536

iii) Total amount due (kshs) 135,603

4 Simon Mutinda Musau

i) One month's salary in lieu of notice 20,394

8 months' salary compensation of loss of employment 20,394x8 163,152

iii) Total amount due (kshs) 183,546

5 Hesbon Ochieng Nyagilo

i) One month's salary in lieu of notice 19,884

8 months' salary compensation of loss of employment 19,884x8 159,072

iii) Total amount due (kshs) 178,956

James Musau Ndeto

i) One month's salary in lieu of notice 19,712

8 months' salary compensation of loss of employment 19,712x8 157,696

iii) Total amount due (kshs) 177,408

7 Robert Wairegi Matiri

i) One month's salary in lieu of notice 14,422

8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376	
iii)		Total	amount			due	(kshs)		129,798	
John				Ngunje						Kahenya
i)	One	month's	salary	in	lieu	of	notice		14,422	
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376	
iii)		Total	amount			due	(kshs)		129,798	
Peter				Kamuti						Mutua
i)	One	month's	salary	in	lieu	of	notice		15,067	
8	months'	salary	compensation	of	loss	of	employment	14,422x8	120,536	
iii)		Total	amount			due	(kshs)		135,603	
Andrew				Kimanzi						Kitheka
i)	One	month's	salary	in	lieu	of	notice		19,712	
8	months'	salary	compensation	of	loss	of	employment	19,712x8	157,696	
iii)		Total	amount			due	(kshs)		177,408	
Wanjiku				Edith						Wambura
i)	One	month's	salary	in	lieu	of	notice		14,422	
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376	
iii)		Total	amount			due	(kshs)		129,798	
David				Nyongesa						Kasipari
i)	One	month's	salary	in	lieu	of	notice		14,422	
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376	
iii)		Total	amount			due	(kshs)		129,798	
Robert				Nsioki						Nzuki
i)	One	month's	salary	in	lieu	of	notice		14,422	
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376	
iii)		Total	amount			due	(kshs)		129,798	
Eva				Nyaguthii						Wanjohi
i)	One	month's	salary	in	lieu	of	notice		14,422	
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376	
iii)		Total	amount			due	(kshs)		129,798	
Aisha				Mueni						Mutiso
i)	One	month's	salary	in	lieu	of	notice		14,422	
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376	
iii)		Total	amount			due	(kshs)		129,798	
Geofrey				Osogo						Mulehi
i)	One	month's	salary	in	lieu	of	notice		14,422	
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376	
iii)		Total	amount			due	(kshs)		129,798	

Musau									Muthoka
i)	One	month's	salary	in	lieu	of	notice	14,422	
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount					(kshs)	129,798
Mutinda									Mbai
i)	One	month's	salary	in	lieu	of	notice	14,422	
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount					(kshs)	129,798
Mutua									Munyoki
i)	One	month's	salary	in	lieu	of	notice	14,422	
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount					(kshs)	129,798
Avedi					Moffat				Asendi
i)	One	month's	salary	in	lieu	of	notice	14,422	
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount					(kshs)	129,798
Eveline					Nyaboke				Masuga
i)	One	month's	salary	in	lieu	of	notice	14,422	
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount					(kshs)	129,798
Maina					Samuel				Wacuga
i)	One	month's	salary	in	lieu	of	notice	14,422	
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount					(kshs)	129,798
Norah									Awinja
i)	One	month's	salary	in	lieu	of	notice	14,422	
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount					(kshs)	129,798
Wilson					Adwodo				Mulima
i)	One	month's	salary	in	lieu	of	notice	21,167	
8	months'	salary	compensation	of	loss	of	employment	21,167x8	169,336
iii)		Total	amount					(kshs)	190,503
Stanley					Onyanyo				Akhuyo
i)	One	month's	salary	in	lieu	of	notice	14,422	
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount					(kshs)	129,798
Daniel					Musyoka				Kasyoka
i)	One	month's	salary	in	lieu	of	notice	14,422	

8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				(kshs)		129,798
Ngala									Kimuyu
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				(kshs)		129,798
Esther									Anyolo
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				(kshs)		129,798
Fred									Getenga
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				(kshs)		129,798
Fred									Moruri
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				(kshs)		129,798
Judy									Wanjiru
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				(kshs)		129,798
Mutuku									Manyolo
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				(kshs)		129,798
Alex									Kusina
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				(kshs)		129,798
David									Muneeni
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				(kshs)		129,798
Nicholas									Muli
i)	One	month's	salary	in	lieu	of	notice		16,382
8	months'	salary	compensation	of	loss	of	employment	16,382x8	131,056
iii)		Total	amount				(kshs)		147,438
Winfah									Kerubo
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				(kshs)		129,798

Peter				Maina				Nguguna
i)	One	month's	salary	in	lieu	of	notice	16,084
8	months'	salary	compensation	of	loss	of	employment	16,084x8
iii)		Total	amount		due		(kshs)	144,756
Patrick				Mwenda				Mutemi
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)	Total amount due (kshs)		129,798					
Andrew				Ngumba				Mutemi
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	129,798
Japheth			Cornel			Omitto		Oduor
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	129,798
40				Mwaya				Mwanza
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	129,798
Philip				Kimani				Ndia
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	129,798
Stephen				lugashi				Nahona
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	129,798
David				Kiptoo				Chebor
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	129,798
David				Nabea				Mituruchiu
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	129,798
Boniface				Mwanzia				Maundu

i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				due (kshs)	129,798
Lilian			Nambwire			Wangira		
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				due (kshs)	129,798
Christine			Wavinya			Mukula		
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				due (kshs)	129,798
Patrick			Muthoka			Mutiso		
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				due (kshs)	129,798
Jared			Ragira			Ogega		
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				due (kshs)	129,798
Jared			Ragira			Ogega		
iii)	Total amount due (kshs)						129,798	
Carolyne			Ndunge			Vai		
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				due (kshs)	129,798
Jane			Wambui			Gachau		
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				due (kshs)	129,798
Eveline			Milka			Obora		
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				due (kshs)	129,798
Samuel			Waweru			Gathogo		
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				due (kshs)	129,798
Peter			Isabwa			Tembwa		
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8

iii)	Total	amount	due	(kshs)	129,798
Scola			Milka		Kagonya
i)	One	month's	salary	in lieu of notice	14,422
8	months'	salary	compensation	of loss of employment	14,422x8
iii)	Total	amount	due	(kshs)	115,376
Mary			Ajakaa		Muhindi
i)	One	month's	salary	in lieu of notice	14,422
8	months'	salary	compensation	of loss of employment	14,422x8
iii)	Total	amount	due	(kshs)	129,798
Doricas			Achieng		Ogombe
i)	One	month's	salary	in lieu of notice	14,422
8	months'	salary	compensation	of loss of employment	14,422x8
iii)	Total	amount	due	(kshs)	129,798
Joshua			Mboya		Nzuki
i)	One	month's	salary	in lieu of notice	19,136
8	months'	salary	compensation	of loss of employment	14,422x8
iii)	Total	amount	due	(kshs)	172,224
George			Muema		Mulwa
i)	One	month's	salary	in lieu of notice	14,422
8	months'	salary	compensation	of loss of employment	14,422x8
iii)	Total	amount	due	(kshs)	129,798
Saumu			Kagasi		Ramadhani
i)	One	month's	salary	in lieu of notice	14,422
8	months'	salary	compensation	of loss of employment	14,422x8
iii)	Total	amount	due	(kshs)	129,798
Brightone			Ludoyi		Shigalo
i)	One	month's	salary	in lieu of notice	14,422
8	months'	salary	compensation	of loss of employment	14,422x8
iii)	Total	amount	due	(kshs)	129,798
Collins			Asinzu		Mulechi
i)	One	month's	salary	in lieu of notice	14,422
8	months'	salary	compensation	of loss of employment	14,422x8
iii)	Total	amount	due	(kshs)	129,798
Mutuku					Nzioki
i)	One	month's	salary	in lieu of notice	14,422
8	months'	salary	compensation	of loss of employment	14,422x8
iii)	Total	amount	due	(kshs)	129,798
Nyamongo			Elijah		Nyamboki

i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				(kshs)	129,798
Joseph				Kiko				Mamkumbi
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				(kshs)	129,798
Kelvin				Joshua				Omondi
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				(kshs)	129,798
Jackson				Irungu				Gitau
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				(kshs)	129,798
Denis				Kirimoye				Ogega
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				(kshs)	129,798
Doughlas				Matara				Moseti
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				(kshs)	129,798
Njoki								Wambui
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				(kshs)	129,798
Mirriam				Nthenya				Mutua
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				(kshs)	129,798
Collins				Oduor				Otieno
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				(kshs)	129,798
Nicodemus				O.				Magati
i)	One	month's	salary	in	lieu	of	notice	14,422

8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				due (kshs)		129,798
				Judith		Auma		Akongo	
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				due (kshs)		129,798
				Abraham		Juma		Mukwana	
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				due (kshs)		129,798
				Abraham		Juma		Mukwana	
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				due (kshs)		129,798
				Mokua		Lydia		Nyamoita	
i)	One	month's	salary	in	lieu	of	notice		14,422
8 months' salary compensation of loss of employment 14,422x8 115,376									
iii)		Total	amount				due (kshs)		129,798
				Winfred				Loko	
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				due (kshs)		129,798
				Abubakar				Munyovi	
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				due (kshs)		129,798
				Abel		Gikenyi		Onguti	
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				due (kshs)		129,798
				Zephania		Mautia		Onyamo	
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				due (kshs)		129,798
				Benson		Kinyae		Mutuku	
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				due (kshs)		129,798
				John		Irungu		Kuria	
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				due (kshs)		129,798

Nicodemus								Luganji
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				(kshs)	129,798
Renix					Aluda			Kaina
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				(kshs)	129,798
Evans					Otwori			Mose
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				(kshs)	129,798
Simon					Nzau			Munywoki
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				(kshs)	129,798
Mutua					Albanus			Mativo
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				(kshs)	129,798
Bernard					Muia			Mutungu
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				(kshs)	129,798
Kamau					Moses			Wauingi
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				(kshs)	129,798
Charles					Maina			Wachira
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				(kshs)	129,798
Mwangi					Joseck			Peter
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				(kshs)	129,798
Peter					Kinuthia			Muhia

i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				due (kshs)	129,798
Simon			Kitinyi			Muia		
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				due (kshs)	129,798
Boniface			Kuria			Maina		
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				due (kshs)	129,798
Alex			Momanyi			Ontita		
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				due (kshs)	129,798
Albanus			Kitumba			Mwakavi		
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				due (kshs)	129,798
Philip			Nganga			Mwanzia		
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				due (kshs)	129,798
John			Kinyua			Wachira		
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount				due (kshs)	129,798
Edwin			Anyika			Miheso		
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)	Total amount due (kshs)						129,798	
Vincent			Kirui			Kipngetich		
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
Ruling:	Cause	No.1830	of	2015	Page	15	of	25
iii)		Total	amount				due (kshs)	129,798
Charles			Nguguna			Muhia		
i)	One	month's	salary	in	lieu	of	notice	14,422

8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				(kshs)		129,798
Ngari				Simon					Muriuki
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				(kshs)		129,798
Angeline				Aluoch					Opeyo
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				(kshs)		129,798
Daniel				M.					Mutisya
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				(kshs)		129,798
Francis				Maina					Kaburu
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				(kshs)		129,798
Mary				Muthoni					Mwangi
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				(kshs)		129,798
Florence				Moraa					Omariba
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				(kshs)		129,798
Erick				Kipkoskei					Siele
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				(kshs)		129,798
Samuel				Gitau					Mburu
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				(kshs)		129,798
Joshua				Ikiyu					Musyoka
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376

iii)	Total	amount	due	(kshs)	129,798		
Mathias			Wambua		Mutuku		
i)	One	month's	salary	in lieu of	notice	14,422	
8	months'	salary	compensation	of loss of	employment	14,422x8	115,376
iii)	Total	amount	due	(kshs)	129,798		
John			Mutua		Kivuva		
i)	One	month's	salary	in lieu of	notice	14,422	
8	months'	salary	compensation	of loss of	employment	14,422x8	115,376
iii)	Total	amount	due	(kshs)	129,798		
Charles			Mutuku		Kithuku		
i)	One	month's	salary	in lieu of	notice	14,422	
8	months'	salary	compensation	of loss of	employment	14,422x8	115,376
iii)	Total	amount	due	(kshs)	129,798		
Joshua			Kituku		Nzungi		
i)	One	month's	salary	in lieu of	notice	14,422	
8	months'	salary	compensation	of loss of	employment	14,422x8	115,376
iii)	Total	amount	due	(kshs)	129,798		
Omuyoyi			Mandilita		Ekoma		
i)	One	month's	salary	in lieu of	notice	14,422	
8	months'	salary	compensation	of loss of	employment	14,422x8	115,376
iii)	Total	amount	due	(kshs)	129,798		
Joshua			Ochieng		Aono		
i)	One	month's	salary	in lieu of	notice	14,422	
8	months'	salary	compensation	of loss of	employment	14,422x8	115,376
iii)	Total	amount	due	(kshs)	129,798		
		Duncan		Mwangi	Wambui		
i)	One	month's	salary	in lieu of	notice	14,422	
8	months'	salary	compensation	of loss of	employment	14,422x8	115,376
iii)	Total	amount	due	(kshs)	129,798		
		Kenneth		Kaunda	Mbago		
i)	One	month's	salary	in lieu of	notice	14,422	
8	months'	salary	compensation	of loss of	employment	14,422x8	115,376
iii)	Total	amount	due	(kshs)	129,798		
		Shel		Onguso	Akama		
i)	One	month's	salary	in lieu of	notice	14,422	
8	months'	salary	compensation	of loss of	employment	14,422x8	115,376
iii)	Total	amount	due	(kshs)	129,798		
George			Kimani		Irara		

i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
115,376								
iii)		Total	amount		due		(kshs)	129,798
Margaret					Mumbi			Muchui
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
115,376								
iii)		Total	amount		due		(kshs)	129,798
John					Kioko			Mwau
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
115,376								
iii)		Total	amount		due		(kshs)	129,798
Stella					Mukobi			Milewa
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
115,376								
iii)		Total	amount		due		(kshs)	129,798
Joseph					Kyalo			Katheka
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
115,376								
iii)		Total	amount		due		(kshs)	129,798
John					Mbuui			Daudi
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
115,376								
iii)		Total	amount		due		(kshs)	129,798
Jared			Zachary				Moriasi	Mayieka
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
115,376								
iii)		Total	amount		due		(kshs)	129,798
Oscar					Kidaga			Kavehi
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
115,376								
iii)		Total	amount		due		(kshs)	129,798
Benjamin					Mutinda			Mulei
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
115,376								
iii)		Total	amount		due		(kshs)	129,798
Paul					Kyengo			Ngomo
i)	One	month's	salary	in	lieu	of	notice	14,422

8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				due (kshs)		129,798
				Onditi				Omunywa	
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				due (kshs)		129,798
				Okello				Minela	
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				due (kshs)		129,798
				Comba				Njeru	
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				due (kshs)		129,798
				Muthama				Mwakavi	
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				due (kshs)		129,798
				Mutua				Mamuu	
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				due (kshs)		129,798
				Agnes				Nzilani	
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				due (kshs)		129,798
				Ndirangu				Wahome	
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				due (kshs)		129,798
				MMbwanga				Ndayala	
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				due (kshs)		129,798
								Mutie	
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount				due (kshs)		129,798

Jacob				Makau				Kimanzi
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	129,798
Peter				Mawioo				Kimee
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	129,798
Wilson				Maweu				Muange
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	129,798
Thoya				Ibrahim				Baya
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	129,798
Zipporah				Ndungwa				Kyalo
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	129,798
John				Kimani				Kamau
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	129,798
Mitheu				Stephen				Mboroki
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	129,798
John				Mwangi				Maina
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	129,798
Nick				Mutua				Malii
i)	One	month's	salary	in	lieu	of	notice	15,067
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8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	135,603

Gregory					Kimathi				Gitonga
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount					(kshs)	129,798
Nancy									Lusuli
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount					(kshs)	129,798
Violet					Alivitsa				Olenyo
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount					(kshs)	129,798
Gabriel					Matanga				Oguta
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount					(kshs)	129,798
Abuga					Albert				Nyamamba
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)	Total amount due (kshs)		129,798						
Nickson					Gibeno				Amiani
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount					(kshs)	129,798
Joshua					Mtemi				Zakayo
i)	One	month's	salary	in	lieu	of	notice		16,350
8	months'	salary	compensation	of	loss	of	employment	14,422x8	130,800
iii)		Total	amount					(kshs)	147,150
Robert					Obara				Ikwaras
Ruling:	Cause	No.1830	of	2015		Page	22	of	25
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount					(kshs)	129,798
Oyugi					Richard				Ogonda
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount					(kshs)	129,798
Hesbon					Indimuli				Kademi

i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	129,798
Geoffrey				Githiomi				Mugweru
i)	One	month's	salary	in	lieu	of	notice	15,556
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	140,004
Hudson				Mwenda				Kiambi
i)	One	month's	salary	in	lieu	of	notice	15,556
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	140,004
Nicholas				Kioko				Nzioka
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	129,798
Hezron				Nyamana				Ongeri
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	129,798
Vincent				Katee				Maswili
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	129,798
John				Ochieng				Odongo
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	129,798
Stephen				Thei				Muinde
i)	One	month's	salary	in	lieu	of	notice	14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	129,798
Jared				Muta				Owino
i)	One	month's	salary	in	lieu	of	notice	15,556
8	months'	salary	compensation	of	loss	of	employment	14,422x8
iii)		Total	amount		due		(kshs)	140,004
Teresia				Nyagaki				Gichuki
i)	One	month's	salary	in	lieu	of	notice	14,422

8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount			due	(kshs)		129,798
				Justin		Onchiri		Onsungo	
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)		Total	amount			due	(kshs)		129,798
				Eli		Khisa		Wamela	
i)	One	month's	salary	in	lieu	of	notice		14,422
8	months'	salary	compensation	of	loss	of	employment	14,422x8	115,376
iii)	Total amount due (kshs)								129,798

				Mwangangi				Musyoki	
i)	One	month's	salary	in	lieu	of	notice		19,884
8	months'	salary	compensation	of	loss	of	employment	14,422x8	159,072
iii)	Total amount due (kshs)								178,956

TOTAL dues 22,503,852

Orders accordingly.

Delivered in open court at Nairobi this 23rd day of March, 2021.

M. MBARU

JUDGE

In the presence of:

Court	Assistant:	Okodoi
.....	and