



REPUBLIC OF KENYA
IN THE EMPLOYMENT AND LABOUR RELATIONS COURT OF KENYA
AT NAIROBI
CAUSE NO. 1936 OF 2015
MARTIN WAMAE WANGU AND 294 OTHERS
VERSUS
BIDCO AFRICA LIMITED
JUDGMENT ON QUANTUM

In the judgment delivered on 13th July 2018, the court (Aboudha J.) awarded the claimants the following–

“In the circumstances, the court would not make a finding on the issue of unfair termination of service. The court will in the circumstances order that each of the claimants be compensated as follows:

- a. One month’s salary in lieu of notice on termination of service.***
- b. One month’s salary in lieu of leave for each complete year of service from 2009 to 2013 for those in service during this period.***
- c. Counsel for the parties liase with their respective clients for computation of orders (a) and (b) are return to Court on 11th October 2018 for recording of final orders.***
- d. Costs of the suit.***

The parties have disagreed on the computation of the award. They have each submitted their computations to court in order for the court to determine which of the two is the correct computation. The court has considered the submissions and tabulation by the parties. The following has been noted –

1. That the respondent has recovered PAYE on the lump sum from the sums due to the claimants;
2. That the respondent has used 21 days’ pay for leave instead of one month’s salary as per judgment;
3. That the respondent has recovered ex-gratia paid to the employees from the payments due to the employees contrary to the award in the judgment;
4. That the respondent has not stated the number of years worked by each employee in its tabulation or the last salary earned by each employee;
5. That the respondent has prepared two separate lists “A” and “B” of employees yet the judgment applied to all the claimants uniformly.

In arriving at its tabulation, the court has considered the following –

1. Computation is based on the actual salary earned by each employee and not the statutory minimum wage.
2. Payment is based on the last gross salary.
3. No deduction for NSSF or NHIF should be made from the sums payable to the claimants as they are no longer in employment of the respondent.

4. The number of days worked is calculated at 30 days based on Section 37(2) of the Employment Act, to the effect that employees are entitled to payment for rest days where they work in excess of one month.

5. PAYE to be recovered based on the gross monthly pay and not on the lump sum.

The quantum of the award of the court pursuant to Judgment of the court delivered on 13th July 2018 is as per attached Table.

The amount in the Table constitutes the final award of the judgment herein dated 13th July 2018.

NO	NAME	LAST GROSS SALARY (483 x 30)	NO OF YEARS WORKED	NOTICE PAY (ONE MONTH'S SALARY)	PAY IN LIEU OF LEAVE (ONE MONTH'S SALARY X YEARS WORKED)	TOTAL AWARD
1	MARTIN WAMAE WANGU	14,490	5	14,490	72,450	86,940
2	FRANCIS AZERE	14,490	5	14,490	72,450	86,940
3	RATIFU OMWANGE	14,490	5	14,490	72,450	86,940
4	ALBERT LUKOYE	14,490	5	14,490	72,450	86,940
5	WILBERFORCE OKUKU	14,490	5	14,490	72,450	86,940
6	JOSEPH ONDIEKI	14,490	5	14,490	72,450	86,940
7	JOSEPH MAINGI	14,490	5	14,490	72,450	86,940
8	ANTONY KITHANDA	14,490	5	14,490	72,450	86,940
9	JAMIN OVAMBA	14,490	5	14,490	72,450	86,940
10	JACKSON AMBASA	14,490	5	14,490	72,450	86,940
11	JOAB NDEGE	14,490	5	14,490	72,450	86,940
12	GEOFFREY MOMANYI	14,490	5	14,490	72,450	86,940
13	KENNEDY	14,490	5	14,490	72,450	

	OWINO					86,940
14	PETER MUTUA	14,490	5	14,490	72,450	86,940
15	DANIEL KYULI	14,490	5	14,490	72,450	86,940
16	GEORGE MUTUNDA	14,490	5	14,490	72,450	86,940
17	FREDRICK JUMA	14,490	5	14,490	72,450	86,940
18	JAMES MBUGUA	14,490	5	14,490	72,450	86,940
19	DANIEL KIREKI	14,490	5	14,490	72,450	86,940
20	DICKSON MACHISU	14,490	5	14,490	72,450	86,940
21	FRANCIS MBINDU	14,490	5	14,490	72,450	86,940
22	HUMPHREY CHONELWA	14,490	5	14,490	72,450	86,940
23	SHADRACK MWANGI	14,490	5	14,490	72,450	86,940
24	STEPHEN NDOLO	14,490	5	14,490	72,450	86,940
25	BENSON MATHEKA	14,490	5	14,490	72,450	86,940
26	DOUGLAS OMIMI	14,490	5	14,490	72,450	86,940
27	BENSFORD KIMANI	14,490	5	14,490	72,450	86,940
28	VICTOR ABUOR	14,490	5	14,490	72,450	86,940
29	COSMAS MBITHI	14,490	5	14,490	72,450	86,940
30	DENNIS	14,490	5	14,490	72,450	

	MANENO					86,940
31	JAMES NYAKUNDI	14,490	5	14,490	72,450	86,940
32	SAMUEL YAA	14,490	5	14,490	72,450	86,940
33	JOHN NDUNGU	14,490	5	14,490	72,450	86,940
34	SYLVANUS MOGERE	14,490	5	14,490	72,450	86,940
35	GABRIEL SIMASI	14,490	5	14,490	72,450	86,940
36	ALFRED OBONYO	14,490	5	14,490	72,450	86,940
37	PETER MBUVI	14,490	5	14,490	72,450	86,940
38	GEORGE NGUGI	14,490	5	14,490	72,450	86,940
39	ROBERT KIVAA	14,490	5	14,490	72,450	86,940
40	JULIUS MOSE	14,490	5	14,490	72,450	86,940
41	JAMES WACIRA	14,490	5	14,490	72,450	86,940
42	PETER MUNYAKA	14,490	5	14,490	72,450	86,940
43	PATRICK NDIRANGU	14,490	5	14,490	72,450	86,940
44	ANTONY KAMAU	14,490	5	14,490	72,450	86,940
45	JAMES MWANGI	14,490	5	14,490	72,450	86,940
46	REUBEN MACHUKI	14,490	5	14,490	72,450	86,940
47	JOHN WANJALA	14,490	5	14,490	72,450	

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48	JAMES MWOSYA	14,490	5	14,490	72,450	86,940
49	JUSTUS ISAIAH	14,490	5	14,490	72,450	86,940
50	DUNCAN OYARE	14,490	5	14,490	72,450	86,940
51	KINYOSI NDEGE	14,490	5	14,490	72,450	86,940
52	SYMON NZAMBU	14,490	5	14,490	72,450	86,940
53	RAHAB WANJERI	14,490	5	14,490	72,450	86,940
54	JOHN GITHINJI	14,490	5	14,490	72,450	86,940
55	LAWRENCE MUSAKALE	14,490	5	14,490	72,450	86,940
56	PETER MWANZIA	14,490	5	14,490	72,450	86,940
57	DANIEL MUTISYA	14,490	5	14,490	72,450	86,940
58	NICHOLAS ORWA	14,490	5	14,490	72,450	86,940
59	NAFTALI K. MASINDE	14,490	5	14,490	72,450	86,940
60	PATRICK JOSECK	14,490	5	14,490	72,450	86,940
61	TIMOTHY OSALE	14,490	5	14,490	72,450	86,940
62	PAUL MWANGI	14,490	5	14,490	72,450	86,940
63	MUOKI NDAMBUKI	14,490	5	14,490	72,450	86,940
64	LEONARD	14,490	5	14,490	72,450	

	ABUKI					86,940
65	SHADRACK W MAINGI	14,490	5	14,490	72,450	86,940
66	MALUKI KAVUO	14,490	5	14,490	72,450	86,940
67	DAUD VILU	14,490	5	14,490	72,450	86,940
68	JAMES NYAWADE	14,490	5	14,490	72,450	86,940
69	JAMES ONYANGO	14,490	5	14,490	72,450	86,940
70	PATRICK MUTUNGE	14,490	5	14,490	72,450	86,940
71	JAVEL WAMBUA	14,490	5	14,490	72,450	86,940
72	WILLIS WATA	14,490	5	14,490	72,450	86,940
73	BONFACE MUTUA	14,490	5	14,490	72,450	86,940
74	KENNETHY NGUGI	14,490	5	14,490	72,450	86,940
75	FEDILIS OUKO	14,490	5	14,490	72,450	86,940
76	MWENDWA MUTUNGA	14,490	5	14,490	72,450	86,940
77	PAUL NGIGE	14,490	5	14,490	72,450	86,940
78	GEORGE NGANGA	14,490	5	14,490	72,450	86,940
79	NICHOLAS SAMBA	14,490	5	14,490	72,450	86,940
80	EVAN NYACHAE	14,490	5	14,490	72,450	86,940
81	BENSON	14,490	5	14,490	72,450	

	NJUGUNA					86,940
82	SAMUEL KIVAYA	14,490	5	14,490	72,450	86,940
83	CLEOPHAS ODONGO	14,490	5	14,490	72,450	86,940
84	JOYCE KIHONGE	14,490	5	14,490	72,450	86,940
85	ANDREW NJOROGE	14,490	5	14,490	72,450	86,940
86	MICHAEL MBINDU	14,490	5	14,490	72,450	86,940
87	DAVID MUINDI	14,490	5	14,490	72,450	86,940
88	BERNARD MATHEKA	14,490	5	14,490	72,450	86,940
89	SAMSOM MUKALA	14,490	5	14,490	72,450	86,940
90	BENSON ODHIAMBO	14,490	5	14,490	72,450	86,940
91	EDWARD MUSITSA	14,490	5	14,490	72,450	86,940
92	GEOFFREY MACHOKA	14,490	5	14,490	72,450	86,940
93	DENNIS MOFFAT	14,490	5	14,490	72,450	86,940
94	ALEX KAMONDE	14,490	5	14,490	72,450	86,940
95	JOHN MBILA	14,490	5	14,490	72,450	86,940
96	ROGDERS MULEMA	14,490	5	14,490	72,450	86,940
97	FRANCIS MBUVI	14,490	5	14,490	72,450	86,940
98	IRERI KARIUKI	14,490	5	14,490	72,450	

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99	DOUGLAS NYABOGA	14,490	5	14,490	72,450	86,940
100	NELSON NYONGESA	14,490	5	14,490	72,450	86,940
101	PAUL KATWEI	14,490	5	14,490	72,450	86,940
102	FRANCIS MWENDIA	14,490	5	14,490	72,450	86,940
103	PETER SAMBA	14,490	5	14,490	72,450	86,940
104	JAMES NJOROGE	14,490	5	14,490	72,450	86,940
105	MICHAEL EGADWA	14,490	5	14,490	72,450	86,940
106	DAVID NYAMAI	14,490	5	14,490	72,450	86,940
107	JULIUS MOKAYA	14,490	5	14,490	72,450	86,940
108	MUTINDA MUTHOKA	14,490	5	14,490	72,450	86,940
109	JOSEPH MWANGI	14,490	5	14,490	72,450	86,940
110	STANLEY NGATIA	14,490	5	14,490	72,450	86,940
111	KYALO NZUKI	14,490	5	14,490	72,450	86,940
112	KIZITO WITABA	14,490	5	14,490	72,450	86,940
113	STEPHEN MASILA	14,490	5	14,490	72,450	86,940
114	DANIEL KIOKO	14,490	5	14,490	72,450	86,940
115	ROBERT KIREKI	14,490	5	14,490	72,450	

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116	PETER MULEI	14,490	5	14,490	72,450	86,940
117	CHARLES MUGENDI	14,490	5	14,490	72,450	86,940
118	BENARD MWENZE	14,490	5	14,490	72,450	86,940
119	ANTONY MAINA	14,490	5	14,490	72,450	86,940
120	FRANCIS KARANJA	14,490	5	14,490	72,450	86,940
121	CHARLES KYALO	14,490	5	14,490	72,450	86,940
122	FRANCIS KIMANI	14,490	5	14,490	72,450	86,940
123	JOSEPH OGUTU	14,490	5	14,490	72,450	86,940
124	JOSEPH MWANGU	14,490	5	14,490	72,450	86,940
125	MUTISYA NYAMAI	14,490	5	14,490	72,450	86,940
126	MULI MUTINDA	14,490	5	14,490	72,450	86,940
127	PETER RUTEERE	14,490	5	14,490	72,450	86,940
128	JOSHUA ODINGA	14,490	5	14,490	72,450	86,940
129	JOSEPH NGANGA	14,490	5	14,490	72,450	86,940
130	JOHN KIARI	14,490	5	14,490	72,450	86,940
131	JEREMIAH OKUMU	14,490	5	14,490	72,450	86,940
132	JOHN OKOTH	14,490	5	14,490	72,450	

						86,940
133	DANIEL NAMAGWA	14,490	5	14,490	72,450	86,940
134	GRACE MWENDE	14,490	5	14,490	72,450	86,940
135	MARY NDUNGU	14,490	5	14,490	72,450	86,940
136	PATRICK MOTURI	14,490	5	14,490	72,450	86,940
137	NICHOLAS AMAYUKU	14,490	5	14,490	72,450	86,940
138	PETER MUNGUTI	14,490	5	14,490	72,450	86,940
139	JOSHUA OMARE	14,490	5	14,490	72,450	86,940
140	ROBERT MUNGAI	14,490	5	14,490	72,450	86,940
141	RAPHAEL WAMBUA	14,490	5	14,490	72,450	86,940
142	BERNARD KILONZO	14,490	5	14,490	72,450	86,940
143	KITHOME ANNAH	14,490	5	14,490	72,450	86,940
144	PETER MAKABILA	14,490	5	14,490	72,450	86,940
145	FRANCIS KISINGU	14,490	5	14,490	72,450	86,940
146	STEPHEN KIMULI	14,490	5	14,490	72,450	86,940
147	MICHAEL OWINO	14,490	5	14,490	72,450	86,940
148	KAVIVU MWAKAVI	14,490	5	14,490	72,450	86,940
149	JULIUS	14,490	5	14,490	72,450	

	IMBWAKA					86,940
150	GEORGE OKATCH	14,490	5	14,490	72,450	86,940
151	VINCENT MUGUSU	14,490	5	14,490	72,450	86,940
152	JOSEPH MAANGI	14,490	5	14,490	72,450	86,940
153	PETER IRUNGU	14,490	5	14,490	72,450	86,940
154	STANLEY MBURU	14,490	5	14,490	72,450	86,940
155	HASSAN AUSI	14,490	5	14,490	72,450	86,940
156	PETER KAMANDE	14,490	5	14,490	72,450	86,940
157	BENARD MAUMO	14,490	5	14,490	72,450	86,940
158	HENRY NGANGA	14,490	5	14,490	72,450	86,940
159	STEPHEN MUGAMBI	14,490	5	14,490	72,450	86,940
160	JOHN KIMANI	14,490	5	14,490	72,450	86,940
161	JAMES NGUMBI	14,490	5	14,490	72,450	86,940
162	STEPHEN KIAMA	14,490	5	14,490	72,450	86,940
163	MICHAEL OOKO	14,490	5	14,490	72,450	86,940
164	JOHN WANJIKU	14,490	5	14,490	72,450	86,940
165	TIMOTHY ORONGE	14,490	5	14,490	72,450	86,940
166	JAMES MWANGI	14,490	5	14,490	72,450	

						86,940
167	JOHN M MUTUA	14,490	5	14,490	72,450	86,940
168	STEPHEN MOSOMI	14,490	5	14,490	72,450	86,940
169	STANLEY KIAMA	14,490	5	14,490	72,450	86,940
170	PETER WANYOIKE	14,490	5	14,490	72,450	86,940
171	JULIUS OUMA	14,490	5	14,490	72,450	86,940
172	ALIPHONCE MUTUKU	14,490	5	14,490	72,450	86,940
173	JOSEPH CHEGE	14,490	5	14,490	72,450	86,940
174	MARTIN RIUNGU	14,490	5	14,490	72,450	86,940
175	BONIFACE MUINDUNGO	14,490	5	14,490	72,450	86,940
176	JOHN KAMAU	14,490	5	14,490	72,450	86,940
177	THOMAS OMAMO	14,490	5	14,490	72,450	86,940
178	AMOS MATHEKA	14,490	5	14,490	72,450	86,940
179	RUTH NJERI	14,490	5	14,490	72,450	86,940
180	PETER MUTUKU	14,490	5	14,490	72,450	86,940
181	EPHANTUS MWANGI	14,490	5	14,490	72,450	86,940
182	MICHAEL MUTUKU	14,490	5	14,490	72,450	86,940
183	PETER KIMEU	14,490	5	14,490	72,450	

						86,940
184	PETER MIHIU	14,490	5	14,490	72,450	86,940
185	JARED GATEMBE	14,490	5	14,490	72,450	86,940
186	HEZRON NDEGE	14,490	5	14,490	72,450	86,940
187	JOSEPH GITHUA	14,490	5	14,490	72,450	86,940
188	STEPHEN NDERI	14,490	5	14,490	72,450	86,940
189	EDWARD MUCHENI	14,490	5	14,490	72,450	86,940
190	BENJAMIN MUIA	14,490	5	14,490	72,450	86,940
191	MUSILI MUTISO	14,490	5	14,490	72,450	86,940
192	CHARLES KARANJA	14,490	5	14,490	72,450	86,940
193	ALPHAYO TIFO	14,490	5	14,490	72,450	86,940
194	BONFACE MBILA	14,490	5	14,490	72,450	86,940
195	WILLIAM OKOTH	14,490	5	14,490	72,450	86,940
196	FIDELIS MULI	14,490	5	14,490	72,450	86,940
197	JOHN NGANGA	14,490	5	14,490	72,450	86,940
198	MOSES KABIRU	14,490	5	14,490	72,450	86,940
199	BENSON MUGUSU	14,490	5	14,490	72,450	86,940
200	JAMES WEKESA	14,490	5	14,490	72,450	

						86,940
201	NICHOLAS WAMBUA	14,490	5	14,490	72,450	86,940
202	JOSHUA MUSYOKA	14,490	5	14,490	72,450	86,940
203	MUSEMBI KAMULA	14,490	5	14,490	72,450	86,940
204	KEVIN NYARIKA	14,490	5	14,490	72,450	86,940
205	JOHN O. ODEGA	14,490	5	14,490	72,450	86,940
206	DOUGLAS MECHA	14,490	5	14,490	72,450	86,940
207	GIBSON MWANGI	14,490	5	14,490	72,450	86,940
208	SOLOMON MWANGI	14,490	5	14,490	72,450	86,940
209	CHARLES NGURU	14,490	5	14,490	72,450	86,940
210	FRANCIS KIILU	14,490	5	14,490	72,450	86,940
211	MICHAEL NGURU	14,490	5	14,490	72,450	86,940
212	PATRICK KITHUKA	14,490	5	14,490	72,450	86,940
213	SAMUEL KARIUKI	14,490	5	14,490	72,450	86,940
214	GEORGE WAWERU	14,490	5	14,490	72,450	86,940
215	JOSEPH KULUMBA	14,490	5	14,490	72,450	86,940
216	PATRICK NZULU	14,490	4	14,490	57,960	72,450
217	DANVAS	14,490	4	14,490	57,960	

	MOMANYI					72,450
218	EDWIN MURIITHI	14,490	4	14,490	57,960	72,450
219	FRANCIS OMBURA	14,490	4	14,490	57,960	72,450
220	GEOFFREY SIMIYU	14,490	4	14,490	57,960	72,450
221	WALLACE MULI	14,490	4	14,490	57,960	72,450
222	JOSEPH KIOKO	14,490	4	14,490	57,960	72,450
223	BENARD G.WANJIRU	14,490	4	14,490	57,960	72,450
224	DANIEL GACHOKA	14,490	4	14,490	57,960	72,450
225	ZACHEUS NYAKWEBA	14,490	4	14,490	57,960	72,450
226	KAYO INGATIA	14,490	4	14,490	57,960	72,450
227	FREDRICK ODUOR	14,490	4	14,490	57,960	72,450
228	ROBINSON MAINA	14,490	4	14,490	57,960	72,450
229	SIMON MUTUNGA	14,490	4	14,490	57,960	72,450
230	ROBERT MOSETI	14,490	4	14,490	57,960	72,450
231	HEBERT KOMENI	14,490	4	14,490	57,960	72,450
232	DANIEL MUTUA	14,490	4	14,490	57,960	72,450
233	FRANCIS KILONZO	14,490	4	14,490	57,960	72,450
234	BENARD	14,490	4	14,490	57,960	

	KIYONDI					72,450
235	ABINAH NDEGE	14,490	3	14,490	43,470	57,960
236	RUSSEL KIBET	14,490	3	14,490	43,470	57,960
237	GEORGE ANYANZWA	14,490	3	14,490	43,470	57,960
238	JOHN WAWERU	14,490	3	14,490	43,470	57,960
239	KENNEDY BARONGO	14,490	3	14,490	43,470	57,960
240	STEPHEN IRUNGU	14,490	3	14,490	43,470	57,960
241	COSMOS MOSE	14,490	2	14,490	28,980	43,470
242	RAPHAEL OCHIENG	14,490	2	14,490	28,980	43,470
243	VINCENT MOMANYI	14,490	2	14,490	28,980	43,470
244	MICHAH MAINGI	14,490	2	14,490	28,980	43,470
245	ERICK OGOT	14,490	2	14,490	28,980	43,470
246	MAURICE OLANG	14,490	2	14,490	28,980	43,470
247	ERICK NDEMO	14,490	2	14,490	28,980	43,470
248	VINCENT KIOKO	14,490	2	14,490	28,980	43,470
249	STEPHEN LUVEMBE	14,490	2	14,490	28,980	43,470
250	ERKANA GWARO	14,490	2	14,490	28,980	43,470
251	BENSON KYALO	14,490	2	14,490	28,980	

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252	JOHN KINUTHIA	14,490	2	14,490	28,980	43,470
253	DAVID MWAKIO	14,490	2	14,490	28,980	43,470
254	KENNEDY ODHIAMBO	14,490	2	14,490	28,980	43,470
255	NDOO MWIZI	14,490	2	14,490	28,980	43,470
256	FRANCIS W. WAWERU	14,490	2	14,490	28,980	43,470
257	KENNEDY KASORO	14,490	2	14,490	28,980	43,470
258	VINCENT MABIRIA	14,490	2	14,490	28,980	43,470
259	WILSON WAMBUA	14,490	2	14,490	28,980	43,470
260	JAMES OBIERO	14,490	2	14,490	28,980	43,470
261	MUIMI KYEVA	14,490	2	14,490	28,980	43,470
262	DOMINIC MATIVO	14,490	2	14,490	28,980	43,470
263	JOSEPHAT NJENGA	14,490	2	14,490	28,980	43,470
264	MICHAEL THUKU	14,490	2	14,490	28,980	43,470
265	FRANCIS NJUGUNA	14,490	2	14,490	28,980	43,470
266	CHARLES ODUOR	14,490	2	14,490	28,980	43,470
267	BONIFACE MUASYA	14,490	2	14,490	28,980	43,470
268	FREDRICK	14,490	2	14,490	28,980	

	KURIA					43,470
269	MESHACK MUOKI	14,490	2	14,490	28,980	43,470
270	JACTON GUMBA	14,490	2	14,490	28,980	43,470
271	JOSEPH MWANGANGI	14,490	2	14,490	28,980	43,470
272	ERICK MUGAMBI	14,490	1	14,490	14,490	28,980
273	SAMUEL KARANJA	14,490	1	14,490	14,490	28,980
274	NATHAN GIKUNDI	14,490	1	14,490	14,490	28,980
275	JOHN MUTINDA	14,490	1	14,490	14,490	28,980
276	BENARD WAWERU	14,490	1	14,490	14,490	28,980
277	EVANS WACIRA	14,490	1	14,490	14,490	28,980
278	CASPAH KUTEYI	14,490	1	14,490	14,490	28,980
279	JOHNSTONE ODANGA	14,490	1	14,490	14,490	28,980
280	STEPHEN OMONDI	14,490	1	14,490	14,490	28,980
281	ERICK NYARIKI	14,490	1	14,490	14,490	28,980
282	POLO WASHINGTON	14,490	1	14,490	14,490	28,980
283	GEOFFREY KAMAU	14,490	1	14,490	14,490	28,980
284	STEPHEN ODEKA	14,490	1	14,490	14,490	28,980
285	DANIEL	14,490	1	14,490	14,490	

	MOCHAMA					28,980
286	EVANS TROON	14,490	1	14,490	14,490	28,980
287	OLIVER MUTSOTSO	14,490	1	14,490	14,490	28,980
288	JACK ATOLI	14,490	1	14,490	14,490	28,980
289	SAMUEL MWAURA	14,490	1	14,490	14,490	28,980
290	CHARLES TSUMA	14,490	1	14,490	14,490	28,980
291	CALEB ORARO	14,490	1	14,490	14,490	28,980
292	ALLAN OMONDI	14,490	1	14,490	14,490	28,980
293	PHILIP KURIA	14,490	0.08	14,490	1,208	15,698
294	NICK KUKUBO	14,490	0.08	14,490	1,208	15,698
295	ONESMUS MUTUKU	14,490	0.08	14,490	1,208	15,698
			TOTAL AWARD			22,419,653

The claimants are awarded costs of the suit as per the award made by the court on 13th July 2018.

DATED, SIGNED AND DELIVERED AT NAIROBI ON THIS 7TH DAY OF NOVEMBER 2019

MAUREEN ONYANGO

JUDGE