



REPUBLIC OF KENYA

IN THE EMPLOYMENT AND LABOUR RELATIONS COURT

AT NAIROBI

CAUSE NO. 79 OF 2006

(Before Hon. Lady Justice Maureen Onyango)

KENYA UNION OF COMMERCIAL,

FOOD AND ALLIED WORKERS.....CLAIMANT

VERSUS

KENYA PLANTERS CO-OPERATIVE UNION.....RESPONDENT

RULING

On 19th December 2011, Madzayo J. (as he then was) delivered judgment in this case in which he made orders as follows –

1. A declaration that the redundancy of the sixty six (66) employees by the respondent was wrongful and illegal
2. All the sixty six (66) employees wrongfully declared redundant by the respondent be paid all their entitlement as per appendix 9 of the claimant's supplementary memorandum
3. The respondent to pay all the sixty six (66) employees, twelve (12) months salary compensation for wrongful redundancy and or loss of employment.
4. All the sixty six (66) employees wrongfully declared redundant by the respondent be issued with the "Certificate of Service".

The parties thereafter disagreed on the computation of the award in respect of each of the affected grievants. The claimant computed the same at Kshs.39,026,960.28 while the respondent's computation was Kshs.5,519,666.70.

Vide an application dated 14th September 2015 the claimant sought the following orders –

1. That the application be certified urgent and heard ex parte and on priority basis in the first instance.
2. The court adopts the computation of payable arrears by the claimant herein in the interest of justice and in the spirit of the new constitution as per appendix 8 of the claimant's supplementary memorandum and twelve (12) months' salary compensation for wrongful redundancy and or loss of employment pursuant to the court's order and award dated 19th day of December 2011.
3. All 66 employees to be issued with the certificate of service to enable them secure other jobs in their daily endeavour.
4. Any other relief the court deems fit to grant

In view of the fact that the only disagreement was on computation and the parties had failed to agree on the same, on 30th January 2018, I referred the parties to the County labour Officer, Nyayo House, Nairobi, to assist the parties in computing the sums due to each grievant in accordance with the award. The report of the Labour Officer dated 14th May 2018 was filed in court on 23rd May 2018. On 11th July 2018 when the parties appeared before me for the purpose of adoption of the County Labour Officer's report, the claimant confirmed that they agreed with the computation and that the same may be adopted by the court.

The respondent's counsel stated that the respondent also agreed with the tabulation but objected to certain names being included in the

tabulations. Counsel sought one month to enable the respondent identify the names of persons who had already been paid.

The case was adjourned to 31st July 2018 when the respondent appeared in court but the claimant did not. Mr. Kairu, counsel for the respondent sought leave to file an affidavit with the relevant documents and the matter was fixed for further mention on 16th October 2018.

On 16th October 2018, only the claimant appeared in court. Since the respondent was absent and had not filed any affidavit pursuant to leave granted on 31st July 2018, the court adopted the tabulation contained in the report of the County Labour Officer and confirmed the amounts due to each of the grievants pursuant to the award of 19th December 2011 to be as follows –

BREAKDOWN OF TERMINAL DUES

1. Purity Muthini Kamundi C. No. 0018

(Basic salary Kshs.15,008.01 x 3)

Notice	-----	Kshs.45,024.05
Gratuity	-----	Kshs.330,176.40
Salary arrears	-----	Kshs.28,990.80
12 months' salary compensation	-----	Kshs.180,096.15
Transport	-----	Kshs.10,000.00
	Total	<u>Kshs.594,287.40</u>

Certificate of service

2. Jennifer Nthari Mukiira C. No. 0020

(Basic salary Kshs.15,008.01 x 3)

Notice	-----	Kshs.45,024.05
Gratuity	-----	Kshs.330,176.40
12 months' salary compensation	-----	Kshs.180,096.15
Prorata leave	-----	Kshs.8,926.80
Transport	-----	Kshs.10,000.00
	Total	<u>Kshs.574,223.40</u>

Certificate of service

3. Catherine Kagendo Albert C. No. 0025

(Basic salary Kshs.15,530.20 x 3)

Notice	-----	Kshs.34,590.60
Gratuity	-----	Kshs.253,664.40
Salary arrears	-----	Kshs.26,460.40
12 months' salary compensation	-----	Kshs.138,362.40
Transport	-----	Kshs.10,000.00
	Total	<u>Kshs.463,077.80</u>

Certificate of service

4. Njeru Nyamu Kathenya C. No. 0045

(Basic salary Kshs.10,874.15 x 3)

Notice	-----	Kshs.32,622.45
--------	-------	----------------

Gratuity----- Kshs.239,231.50
Salary arrears----- Kshs.27,148.30
Transport ----- Kshs.10,000.00
Prorata leave----- Kshs.2,509.40
12 months' salary compensation ----- Kshs.180,096.15

Total Kshs. 442,001.45

Certificate of service

5. Jane Nyambura Rimu C. No. 48

(Basic salary Kshs.10,874.15 x 3)

Notice ----- Kshs.32,622.45
Gratuity----- Kshs.239,231.50
Salary arrears----- Kshs.27,148.30
Transport ----- Kshs.10,000.00
Prorata leave----- Kshs.2,509.40
12 months' salary compensation ----- Kshs.180,096.15

Total Kshs.442,001.45

Certificate of service

6. Annah Wambui Muraya C. No. 51

(Basic salary Kshs.15,530.16 x 3)

Notice ----- Kshs.34,590.60
Gratuity----- Kshs.253,664.40
Salary arrears----- Kshs.28,460.40
Transport ----- Kshs.10,000.00
Prorata leave----- Kshs.5,321.50
12 months' salary compensation ----- Kshs.138,361.90

Total Kshs.470,398.70

Certificate of service

7. Emily Mutindi Mutava C. No. 52

(Basic salary Kshs.10,874.15 x 3)

Notice ----- Kshs.32,622.45
Gratuity----- Kshs.228,357.45
Salary arrears----- Kshs.27,148.30
Transport ----- Kshs.10,000.00
Prorata leave----- Kshs.836.45
12 months' salary compensation ----- Kshs.130,489.80

Total **Kshs.429,454.45**

Certificate of service

8. James Maina Gihuhi C. No. 66

(Basic salary Kshs.11,530.20 x 3)

Notice ----- Kshs.34,590.50

Gratuity----- Kshs.253,664.40

Salary arrears----- Kshs.28,460.40

Transport ----- Kshs.10,000.00

Prorata leave----- Kshs.10,000.00

12 months' salary compensation----- Kshs.138,362.40

Total **Kshs.465,077.70**

Certificate of service

9. Queen Sudi Nyangasi C. No. 85

(Basic salary Kshs.10,874.15 x 3)

Notice ----- Kshs.32,622.45

Gratuity----- Kshs.228,357.45

Salary arrears----- Kshs.22,648.30

Transport ----- Kshs.10,000.00

12 months' salary compensation----- Kshs.130,489.80

Total **Kshs.424,117.90**

Certificate of service

10. Mercy Muthoni M'Ringai C. No. 89

(Basic salary Kshs.10,874.15 x 3)

Notice ----- Kshs.32,622.45

Gratuity----- Kshs.228,357.45

Salary arrears----- Kshs.27,148.30

Transport ----- Kshs.10,000.00

12 months' salary compensation----- Kshs.130,489.80

Total **Kshs.428,618.40**

Certificate of service

11. Cosmas Okudo Ojiambo C. No. 221

(Basic salary Kshs.15,008.01 x 3)

Notice ----- Kshs.45,024.05

Gratuity----- Kshs.405,216.45

Salary arrears----- Kshs.28,890.80

Transport ----- Kshs.10,000.00

12 months' salary compensation----- Kshs.180,096.00

Total **Kshs.669,227.42**

Certificate of service

12. Robbinson James Bundi C. No. 230

(Basic salary Kshs.26,668.73 x 3)

Notice ----- Kshs.80,006.20

Gratuity----- Kshs.800,061.90

Salary arrears----- Kshs.34,493.15

Transport ----- Kshs.10,000.00

12 months' salary compensation-----Kshs.320,024.76

Total **Kshs.1,244,586.01**

Certificate of service

13. Josephine Maita Kimathi C. No. 244

(Basic salary Kshs.15,008.01 x 3)

Notice ----- Kshs.45,024.05

Gratuity----- Kshs.420,224.50

Salary arrears----- Kshs.28,890.80

Transport ----- Kshs.10,000.00

12 months' salary compensation----- Kshs.180,096.12

Total **Kshs.684,235.47**

Certificate of service

14. Julius Lakuru Ntirigi C. No. 267

(Basic salary Kshs.16,325 x 3)

Notice ----- Kshs.48,976.70

Gratuity----- Kshs.473,441.60

Salary arrears----- Kshs.30,953.05

Transport ----- Kshs.10,000.00

12 months' salary compensation----- Kshs.195,906.75

Total **Kshs.759,278.10**

Certificate of service

15. Genson Mwani Mugi C. No. 282

(Basic salary Kshs.23,723.02 x 3)

Notice	-----	Kshs.71,169.10
Gratuity	-----	Kshs.687,960.15
Salary arrears	-----	Kshs.31,279.65
Transport	-----	Kshs.10,000.00
Prorata leave	-----	Kshs.4,562.10
12 months' salary compensation	-----	Kshs.138,362.40
Total	<u>Kshs.943,333.40</u>	

Certificate of service

16. Mary Lamwenye Khaguli C. No. 299

(Basic salary Kshs.26,668.73 x 3)

Notice	-----	Kshs.80,006.20
Gratuity	-----	Kshs.773,393.15
Salary arrears	-----	Kshs.34,493.15
Transport	-----	Kshs.10,000.00
Prorata leave	-----	Kshs.3,077.15
12 months' salary compensation	-----	Kshs.320,024.80
Total	<u>Kshs.1,220,994.45</u>	

Certificate of service

17. David Gichobi Karuga C. No. 324

(Basic salary Kshs.16,325.60 x 3)

Notice	-----	Kshs.48,976.70
Gratuity	-----	Kshs.506,092.75
Salary arrears	-----	Kshs.30,953.05
Transport	-----	Kshs.10,000.00
12 months' salary compensation	-----	Kshs.195,906.75
Total	<u>Kshs.759,279.70</u>	

Certificate of service

18. David Muriithi Warui C. No. 430

(Basic salary Kshs.21,038.15 x 3)

Notice	-----	Kshs.63,114.45
Gratuity	-----	Kshs.673,221.10
Salary arrears	-----	Kshs.28,350.70
Transport	-----	Kshs.10,000.00
Prorata leave	-----	Kshs.30,953.05

12 months' salary compensation----- Kshs.252,457.80

Total **Kshs.1,058,097.10**

Certificate of service

19. Florence Mwikali Wambua C. No. 524

(Basic salary Kshs.13,886.55 x 3)

Notice ----- Kshs.41,659.60

Gratuity----- Kshs.402,712.55

Salary arrears----- Kshs.28,673.25

Transport ----- Kshs.10,000.00

12 months' salary compensation----- Kshs.166,638.40

Total **Kshs.649,683.80**

Certificate of service

20. Josephine Maita Kimathi C. No. 601

(Basic salary Kshs.15,341.35 x 3)

Notice ----- Kshs.46,024.05

Gratuity----- Kshs.420,224.50

Salary arrears----- Kshs.28,890.80

Transport ----- Kshs.10,000.00

Prorata leave----- Kshs.1,731.70

12 months' salary compensation----- Kshs.184,096.12

Total **Kshs.684,235.47**

Certificate of service

21. Joram Mamou Nzioka C. No. 607

(Basic salary Kshs.12,489.50 x 3)

Notice ----- Kshs.37,468.40

Gratuity----- Kshs.337,216.95

Salary arrears----- Kshs.30,378.95

Transport ----- Kshs.10,000.00

12 months' salary compensation----- Kshs.149,874.00

Total **Kshs.564,938.30**

Certificate of service

22. David Gichobi Karuga C. No. 611

(Basic salary Kshs.16,325.60 x 3)

Notice	-----	Kshs.48,976.70
Gratuity	-----	Kshs.440,790.45
Salary arrears	-----	Kshs.30,953.05
Transport	-----	Kshs.10,000.00
12 months' salary compensation	-----	Kshs.195,906.75
Total		<u>Kshs.726,627.40</u>

Certificate of service

23, Florence Mutau Omwanza C. No. 613

(Basic salary Kshs.13,886.65 x 3)

Notice	-----	Kshs.41,659.60
Gratuity	-----	Kshs.374,939.25
Salary arrears	-----	Kshs.33,173.25
Transport	-----	Kshs.10,000.00
12 months' salary compensation	-----	Kshs.166,639.80
Total		<u>Kshs.626,412.20</u>

Certificate of service

24. Gladys Mukiri Murungi C. No. 656

(Basic salary Kshs.11,530.20 x 3)

Notice	-----	Kshs.34,590.50
Gratuity	-----	Kshs.299,785.20
Salary arrears	-----	Kshs.28,460.40
Transport	-----	Kshs.10,000.00
12 months' salary compensation	-----	Kshs.138,362.40
Total		<u>Kshs.511,198.50</u>

Certificate of service

25. Lydia Mikiri Gatimba C. No. 671

(Basic salary Kshs.15,008.01 x 3)

Notice	-----	Kshs.45,024.05
Gratuity	-----	Kshs.375,200.40
Salary arrears	-----	Kshs.28,890.80
Transport	-----	Kshs.10,000.00
12 months' salary compensation	-----	Kshs.180,096.20
Total		<u>Kshs.639,211.45</u>

Certificate of service

26. Angelina Mutule Mwakw C. No. 672

(Basic salary Kshs.12,488.80 x 3)

Notice	-----	Kshs.37,466.40
Gratuity	-----	Kshs.312,237.00
Salary arrears	-----	Kshs.30,376.95
Transport	-----	Kshs.10,000.00
12 months' salary compensation	-----	Kshs.149,865.60
Total		<u>Kshs.539,945.95</u>

Certificate of service

27. Beatrice Wanjiku Gitau C. No. 674

(Basic salary Kshs.17,675.43 x 3)

Notice	-----	Kshs.53,026.30
Gratuity	-----	Kshs.406,535.15
Salary arrears	-----	Kshs.33,065.90
Transport	-----	Kshs.10,000.00
Prorata leave	-----	Kshs.679.80
12 months' salary compensation	-----	Kshs.212,105.16
Total		<u>Kshs.715,412.31</u>

Certificate of service

28. Domiciano Mburugu C. No. 676

(Basic salary Kshs.26,668.73 x 3)

Notice	-----	Kshs.80,006.20
Gratuity	-----	Kshs.666,718.25
Salary arrears	-----	Kshs.34,492.40
Transport	-----	Kshs.10,000.00
Prorata leave	-----	Kshs.46,157.40
12 months' salary compensation	-----	Kshs.320,024.80
Total		<u>Kshs.1,157,399.05</u>

Certificate of service

29. Geoffrey Kobia Kaba C. No. 707

(Basic salary Kshs.17,675.43 x 3)

Notice	-----	Kshs.53,026.30
Gratuity	-----	Kshs.406,535.15
Salary arrears	-----	Kshs.33,089.90

Transport ----- Kshs.10,000.00

Prorata leave----- Kshs.1,441.05

12 months' salary compensation----- Kshs.212,105.16

Total **Kshs.716,197.93**

Certificate of service

30. Paul Kihara Kirimi C. No. 714

(Basic salary Kshs.12,489.49 x 3)

Notice ----- Kshs.37,468.40
Gratuity----- Kshs.274,768.85

Salary arrears----- Kshs.28,090.80

Transport ----- Kshs.10,000.00

Prorata leave----- Kshs.1,441.05

12 months' salary compensation----- Kshs.149,873.60

Total **Kshs.501,642.70**

Certificate of service

31. Antony Wandui Murage C. No. 718

(Basic salary Kshs.13,886.63 x 3)

Notice ----- Kshs.41,659.60
Gratuity----- Kshs.305,506.06

Salary arrears----- Kshs.33,173.25

Transport ----- Kshs.10,000.00

12 months' salary compensation----- Kshs.166,639.80

Overtime----- Kshs.659,070.77

Total **Kshs.1,216,049.58**

Certificate of service

32. Joyce Nguma Makau C. No. 732

(Basic salary Kshs.15,008.01 x 3)

Notice ----- Kshs.45,024.05
Gratuity----- Kshs.330,176.40

Salary arrears----- Kshs.28,390.80

Transport ----- Kshs.10,000.00

12 months' salary compensation----- Kshs.180,096.20

Total **Kshs.593,687.45**

Certificate of service

33. Duncan Kangeri Kaboo C. No. 733

(Basic salary Kshs.11,530.30 x 3)

Notice	-----	Kshs.34,590.50
Gratuity	-----	Kshs.253,664.40
Salary arrears	-----	Kshs.28,460.40
Transport	-----	Kshs.10,000.00
12 months' salary compensation	-----	Kshs.138,362.40
Total		<u>Kshs.465,077.80</u>

Certificate of service

34. Peninah Mwaithi Kilonzo C. No. 739

(Basic salary Kshs.15,008.01 x 3)

Notice	-----	Kshs.45,024.05
Gratuity	-----	Kshs.330,176.40
Salary arrears	-----	Kshs.26,590.80
Transport	-----	Kshs.10,000.00
12 months' salary compensation	-----	Kshs.180,096.00
Total		<u>Kshs.591,887.45</u>

Certificate of service

35. James Ileri Kanyi C. No. 745

(Basic salary Kshs.13,886.63 x 3)

Notice	-----	Kshs.41,659.60
Gratuity	-----	Kshs.305,506.05
Salary arrears	-----	Kshs.33,913.25
Transport	-----	Kshs.10,000.00
12 months' salary compensation	-----	Kshs.166,639.60
Total		<u>Kshs.557,718.80</u>

Certificate of service

36. Catherine Bilu Thimangu No. 651

(Basic salary Kshs.11,530.30 x 3)

Notice	-----	Kshs.34,590.50
Gratuity	-----	Kshs.299,785.20
Salary arrears	-----	Kshs.28,460.40
Transport	-----	Kshs.10,000.00
12 months' salary compensation	-----	Kshs.138,362.40

Total **Kshs.511,198.60**

Certificate of service

37. Joseph Musesha Mengeso C. No. 746

(Basic salary Kshs.15,325.56 x 3)

Notice ----- Kshs.45,976.70
Gratuity----- Kshs.359,162.50

Salary arrears----- Kshs.30,953.05

Transport ----- Kshs.10,000.00

12 months' salary compensation----- Kshs.183,906.80

Total **Kshs.629,999.05**

Certificate of service

38. Ibrahim O. Umbukah C. No. 750

(Basic salary Kshs.16,325.56 x 3)

Notice ----- Kshs.48,976.70
Gratuity----- Kshs.359,162.50

Salary arrears----- Kshs.30,903.90

Transport ----- Kshs.10,000.00

12 months' salary compensation----- Kshs.185,906.00

Overtime----- Kshs.2,780,771.34

Total **Kshs. 3,425,730.54**

Certificate of service

39. Geoffrey Muriungi Moiro C. No. 784

(Basic salary Kshs.17,075.10 x 3)

Notice ----- Kshs.53,025.30
Gratuity----- Kshs.388,859.70

Salary arrears----- Kshs.33,065.90

Transport ----- Kshs.10,000.00

12 months' salary compensation----- Kshs.212,101.20

Total **Kshs.697,052.50**

Certificate of service

40. Milton Wachira Mwangi C. No. 794

(Basic salary Kshs.12,496.13 x 3)

Notice ----- Kshs.37,488.40
Gratuity----- Kshs.274,768.55

Salary arrears----- Kshs.30,903.90

Transport ----- Kshs.10,000.00

12 months' salary compensation----- Kshs.149,953.60

Total **Kshs.503,114.45**

Certificate of service

41. Japhet Njeru Mburu C. No. 802

(Basic salary Kshs.12,489.46 x 3)

Notice ----- Kshs.37,468.40
Gratuity----- Kshs.274,765.55

Salary arrears----- Kshs.35,878.25

Transport ----- Kshs.10,000.00

Prorata leave----- Kshs.2,882.20

12 months' salary compensation----- Kshs.149,873.60

Total **Kshs. 510,868.00**

Certificate of service

42. Ephantus Mwaniki Njine C. No. 805

(Basic salary Kshs.13,886.63 x 3)

Notice ----- Kshs.41,659.90
Gratuity----- Kshs.305,506.05

Salary arrears----- Kshs.33,173.25

Transport ----- Kshs.10,000.00

Prorata leave----- Kshs.11,750.20

12 months' salary compensation----- Kshs.166,639.60

Total **Kshs.568,729.00**

Certificate of service

43. Peter Sila Masila C. No. 831

(Basic salary Kshs.12,482.80 x 3)

Notice ----- Kshs.37,468.40
Gratuity----- Kshs.274,765.55

Salary arrears----- Kshs.30,378.95

Transport ----- Kshs.10,000.00

12 months' salary compensation----- Kshs.149,793.60

Total **Kshs. 502,409.50**

Certificate of service

44. Roseline Maita Kimathi No. 836

(Basic salary Kshs.11,530.30 x 3)

Notice	-----	Kshs.34,590.50
Gratuity	-----	Kshs.253,664.40
Salary arrears	-----	Kshs.28,460.40
Transport	-----	Kshs.10,000.00
12 months' salary compensation	-----	Kshs.138,362.40
Total		<u>Kshs. 465,077.80</u>

Certificate of service

45. Stephen Njuku Mwoha No. 848

(Basic salary Kshs.10,874.15 x 3)

Notice	-----	Kshs.32,622.45
Gratuity	-----	Kshs.239,231.50
Salary arrears	-----	Kshs.27,145.30
Transport	-----	Kshs.10,000.00
12 months' salary compensation	-----	Kshs.130,489.80
Total		<u>Kshs. 439,489.05</u>

Certificate of service

46. Selesio Kirima Wili C. No. 850

(Basic salary Kshs.12,489.46 x 3)

Notice	-----	Kshs.37,468.40
Gratuity	-----	Kshs.274,765.55
Salary arrears	-----	Kshs.30,378.95
Transport	-----	Kshs.10,000.00
12 months' salary compensation	-----	Kshs.149,793.60
Total		<u>Kshs.502,409.50</u>

Certificate of service

47. Mercy Igoji Mkiria No. 859

(Basic salary Kshs.11,530.30 x 3)

Notice	-----	Kshs.34,590.60
Gratuity	-----	Kshs.253,664.40
Salary arrears	-----	Kshs.28,460.40
Transport	-----	Kshs.10,000.00
12 months' salary compensation	-----	Kshs.138,362.40

Total **Kshs. 465,077.80**

Certificate of service

48. Alice Wanjiku C. No. 892

(Basic salary Kshs.13,886.63 x 3)

Notice ----- Kshs.41,659.90
Gratuity----- Kshs.305,506.05

Salary arrears----- Kshs.33,173.25

Transport -----Kshs.10,000.00

Disturbance allowance----- Kshs.27,773.25

12 months' salary compensation----- Kshs.166,639.60

Total **Kshs.584,752.05**

Certificate of service

49. Paul Karuga Maniu C. No. 2018

(Basic salary Kshs.16,325.56 x 3)

Notice ----- Kshs.48,976.70
Gratuity----- Kshs.342,837.00

Salary arrears----- Kshs.30,953.05

Transport ----- Kshs.10,000.00

12 months' salary compensation----- Kshs.195,906.00

Total **Kshs. 628,673.55**

Certificate of service

50. Joseph Muhia Mwangi No. 2035

(Basic salary Kshs.10,874.15 x 3)

Notice ----- Kshs.32,622.45
Gratuity----- Kshs.228,357.35

Salary arrears----- Kshs.27,148.30

Transport ----- Kshs.10,000.00

Prorata leave----- Kshs.836.45

12 months' salary compensation----- Kshs.130,489.80

Total **Kshs. 429,454.35**

Certificate of service

51. Wilson Makau Mbuvi C. No. 2073

(Basic salary Kshs.15,008.01 x 3)

Notice ----- Kshs.45,024.05

Gratuity----- Kshs.315,168.35
Salary arrears----- Kshs.28,890.80
Transport ----- Kshs.10,000.00
Prorata leave----- Kshs.15,005.00
12 months' salary compensation----- Kshs.180,096.00

Total **Kshs. 594,184.40**

Certificate of service

52. Wilson Makau Mbuvi C. No. 2073

(Basic salary Kshs.15,658.90 x 3)

Notice ----- Kshs.48,976.70
Gratuity----- Kshs.325,511.45
Salary arrears----- Kshs.30,953.05
Transport ----- Kshs.10,000.00
Prorata leave----- Kshs.10,045.50
12 months' salary compensation----- Kshs.187,906.80

Total **Kshs.613,393.50**

Certificate of service

53. Lucy Gatune Waithaka C. No. 2145

(Basic salary Kshs.12,489.46 x 3)

Notice ----- Kshs.37,468.40
Gratuity----- Kshs.249,789.60
Salary arrears----- Kshs.30,376.35
Transport ----- Kshs.10,000.00
12 months' salary compensation----- Kshs.149,873.60

Total **Kshs. 477,507.95**

Certificate of service

54. Muchiti Fili Sulfesto C. No. 2072

(Basic salary Kshs.15,008.01 x 3)

Notice ----- Kshs.45,024.05
Gratuity----- Kshs.315,168.35
Salary arrears----- Kshs.28,890.80
Transport ----- Kshs.10,000.00
Prorata leave----- Kshs.31,170.50
12 months' salary compensation----- Kshs.180,096.00

Total **Kshs. 610,349.90**

Certificate of service

55. Achieng Joseph Okoth C. No. 2169

(Basic salary Kshs.17,675.43 x 3)

Notice ----- Kshs.53,026.30
Gratuity----- Kshs.335,833.50

Salary arrears----- Kshs.33,065.90

Transport ----- Kshs.10,000.00

12 months' salary compensation----- Kshs.212,105.20

Total **Kshs. 644,030.90**

Certificate of service

56. Nancy Gathoni Gathogu C. No. 2255

(Basic salary Kshs.16,325.56 x 3)

Notice ----- Kshs.48,976.70
Gratuity----- Kshs.69,302.25

Salary arrears----- Kshs.30,953.05

Transport ----- Kshs.10,000.00

12 months' salary compensation----- Kshs.195,906.80

Total **Kshs. 355,138.80**

Certificate of service

57. Lawrence Muchiri Kenja C. No. 2320

(Basic salary Kshs.16,325.56 x 3)

Notice ----- Kshs.48,976.70
Gratuity----- Kshs.65,302.25

Salary arrears----- Kshs.30,953.05

Transport ----- Kshs.10,000.00

12 months' salary compensation----- Kshs.195,906.72

Total **Kshs. 351,138.72**

Certificate of service

58. Elizabeth Wangui Njega C. No. 2231

(Basic salary Kshs.16,325.56 x 3)

Notice ----- Kshs.48,976.70
Gratuity----- Kshs.40,813.90

Salary arrears----- Kshs.30,953.05

Transport ----- Kshs.10,000.00

12 months' salary compensation----- Kshs.195,906.72

Total **Kshs. 326,650.45**

Certificate of service

59. Martha Mulewa C. No. 2234

(Basic salary Kshs.17,675.43 x 3)

Notice ----- Kshs.53,026.30

Gratuity----- Nil

Salary arrears----- Kshs.33,065.90

Transport ----- Kshs.10,000.00

12 months' salary compensation----- Kshs.212,105.20

Total **Kshs. 308,197.40**

Certificate of service

60. Grace Wanjugu Kabarita C. No. 2341

(Basic salary Kshs.12,488.80 x 3)

Notice----- Kshs.37,466.40

Gratuity----- Nil

Salary arrears----- Kshs.30,378.95

Transport ----- Kshs.10,000.00

Prorata leave----- Kshs.8,166.20

12 months' salary compensation----- Kshs.149,865.60

Total **Kshs. 235,877.15**

Certificate of service

61. Janet Wangui Maina C. No. 2342

(Basic salary Kshs.12,489.46 x 3)

Notice ----- Kshs.37,468.40

Gratuity----- Nil

Salary arrears----- Kshs.30,376.35

Transport ----- Kshs.10,000.00

Prorata leave----- Kshs.2,401.30

12 months' salary compensation-----Kshs.149,873.60

Total **Kshs. 230,122.25**

Certificate of service

62. Cosmas Muriithi Mungania C. No. 2343

(Basic salary Kshs.15,008.01 x 3)

Notice	-----	Kshs.45,024.00
Gratuity	----- Nil	
Salary arrears	----- Kshs.26,890.80	
Transport	----- Kshs.10,000.00	
Prorata leave	----- Kshs.15,006.00	
12 months' salary compensation	----- Kshs.180,096.20	
Total	<u>Kshs. 277,016.80</u>	

Certificate of service

63. Nancy Mtinyari Mwangala C. No. 2347

(Basic salary Kshs.15,008.01 x 3)

Notice	-----	Kshs.45,024.05
Gratuity	----- Nil	
Salary arrears	----- Kshs.20,890.80	
Transport	----- Kshs.10,000.00	
Prorata leave	----- Kshs.4,617.85	
12 months' salary compensation	----- Kshs.180,096.20	
Total	<u>Kshs. 260,628.90</u>	

Certificate of service

64. Benadete Wanjiru Mwangi C. No. 2349

(Basic salary Kshs.15,325.56 x 3)

Notice	-----	Kshs.45,976.70
Gratuity	----- Nil	
Salary arrears	----- Kshs.30,953.05	
Transport	----- Kshs.10,000.00	
12 months' salary compensation	----- Kshs.183,906.80	
Total	<u>Kshs. 270,836.55</u>	

Certificate of service

65. John Macharia Mwangi C. No. 2350

(Basic salary Kshs.12,489.46 x 3)

Notice	-----	Kshs.37,468.40
Gratuity	----- Nil	

Salary arrears----- Kshs.30,376.35
Transport ----- Kshs.10,000.00
Prorata leave----- Kshs.2,886,40
12 months' salary compensation----- Kshs.149,873.60

Total Kshs. 230.606.45

Certificate of service

66. Racheal Karamulio C. No. 2351

Full terminal benefits

Total Kshs.770,283.70

Certificate of service

The award is confirmed accordingly.

The respondent is free to move the court for appropriate orders should it find that any of the grievants has already been paid.

DATED, SIGNED AND DELIVERED AT NAIROBI ON THIS 16TH DAY OF OCTOBER 2018

MAUREEN ONYANGO

JUDGE