



**REPUBLIC OF KENYA**  
**IN THE EMPLOYMENT & LABOUR RELATIONS COURT**  
**AT MOMBASA**  
**CAUSE NO. 216 OF 2015**  
**BETWEEN**  
**COLLINS OCHIENG ONYANGO.....CLAIMANT**  
**VERSUS**  
**REA VIPINGO PLANTATION LTD.....RESPONDENT**

*Rika J.*

*Court Assistant: Benjamin Kombe*

*Ms Omolo Advocate instructed by M/S Katee Omollo Onyango & Company Advocates for the Claimant*

*Mr. Muiruri holding brief for Ms Opolo instructed by Federation of Kenya Employers for the Respondent*

**ISSUE IN DISPUTE: UNFAIR AND UNLAWFUL TERMINATION**

**AWARD**

**[Rule 27[1][a] of the Industrial Court [Procedure] Rules 2010]**

1. The Claimant filed his Statement of Claim on 17<sup>th</sup> April 2015.
2. The Respondent did not file its Statement of Response.
3. On 21<sup>st</sup> July, 2015 the Parties informed the Court they have settled the dispute on the following terms:-
  - a) Judgment be entered for the Claimant against the Respondent as follows:-

***The Respondent do pay the sum of Kenya shillings Ninety Six Thousand Four Hundred and Thirty two (Kshs. 96,432/=) to the claimant within thirty (30) days in default execution to issue without further reference to the Respondent.***

4. The Court is satisfied the proposed terms of settlement are fair, adequate, regular and made in accordance with the Law.

IT IS ORDERED:-

*a. Award is entered in terms of the Parties' proposal above.*

Dated and delivered at Mombasa this 21<sup>st</sup> day of July 2015.

James Rika

Judge