



**REPUBLIC OF KENYA**  
**IN THE EMPLOYMENT & LABOUR RELATIONS COURT AT MOMBASA**

**CAUSE NO. 381 OF 2015**

**BETWEEN**

**GIDEON KYALO KINYUMU..... CLAIMANT**

**VERSUS**

**TARMAL WIRE PRODUCTS LIMITED..... RESPONDENT**

*Rika J.*

*Court Assistant: Benjamin Kombe*

*Ms. Abuodha Advocate instructed by J. A. Abuodha & Co. Advocates for the Claimant absent.*

*Ms. Opolo Advocate instructed by Federation of Kenya Employers for the Respondent*

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**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 9<sup>th</sup> June 2015.
2. The Respondent filed its Statement of Response on 20<sup>th</sup> July 2015.
3. On 9<sup>th</sup> September, 2015 the Parties informed the Court they have settled the dispute on the following terms:-
  - a. The Claimant has been paid by the Respondent Kshs. 100,000 all-inclusive, and Settlement Cheques forwarded to the Claimant by 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 9<sup>th</sup> day of September 2015.**

**James Rika**

**Judge**