

11. The Respondents to pay the cost of the dispute.

*(By the Judgement of this Court dated, signed and delivered on the 9<sup>th</sup> day of March, 2018 before Hon. Mr. Justice James Rika in the presence of the Claimant and Respondent Representatives,*

**IT IS HEREBY ORDERED:**

- a) THAT, the General Wage Increment allowed at 8.5% per annum over a period of 4 years.
- b) THAT, the 1<sup>st</sup> Respondent shall pay it's Employees Commuter Allowance, commensurate with the rate payable to Employees of the 2<sup>nd</sup> Respondent in similar Job Groups.
- c) THAT, the 1<sup>st</sup> Respondent shall pay its Employees Medical Risk Allowance, at the same rate applicable to Employees of the 2<sup>nd</sup> Respondent in similar Job Groups.
- d) THAT, Gratuity is allowed at 10% of the gross pay.
- e) THAT, General Wage Increment and Gratuity, shall be effective from 1<sup>st</sup> July 2013.
- f) THAT, Commuter Allowance and Medical Risk Allowance shall be effective from July 2015.
- g) THAT, No order on the costs.

GIVEN under many hand and the Seal of the Court this 9<sup>th</sup> day of March, 2018.

ISSUED at Mombasa this.....12<sup>th</sup> day of.....April..... 2018.

**DEPUTY REGISTRAR  
EMPLOYMENT AND LABOUR  
RELATIONS COURT MOMBASA**  
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EMPLOYMENT AND LABOUR RELATIONS COURT  
AT MOMBASA**