

REPUBLIC OF KENYA
IN THE EMPLOYMENT AND LABOUR RELATIONS COURT
CAUSE NO. 118 OF 2016 AT MOMBASA

UNION OF NATIONAL RESEARCH AND
APPLIED INSTITUTES STAFF OF KENYA (UNRISK)CLAIMANT

-versus-

KEMRI WELCOMER TRUST RESEARCH PROGRAMME.....1ST RESPONDENT
KENYA MEDICAL RESEARCH INSTITUTE (KEMRI)2ND RESPONDENT

(In open Court on 9th March, 2018 before Hon. Mr. Justice James Rika)

DECREE

CLAIM FOR:

1. **Commuter Allowance:** In accordance with the existing rates is the 2nd Respondent's CBA with the Claimant at Article 27 and Appendix 11.

equivalent of	Job group	- MR.	1- 3	Kshs.	3,500	per month
"	"	Job group	- MR.	4	Kshs.	4,500 per month
"	"	Job group	- MR.	5 \$ 6	Kshs	5,500 per month
"	"	Job group	- MR.	7	Kshs	7,500 per month
"	"	Job group	- MR.	8 \$ 9	Kshs	8, 500 per month
"	"	Job group	- MR.	10	Kshs.	10,500 per month
"	"	Job group	- MR.	11, 12 \$ 13	Kshs.	13,500 per month
"	"	Job group	- MR.	14	Kshs.	14,500 per month
"	"	Job group	- MR.	15	Kshs.	16,500 per month

2. **Leave Allowance:** In accordance with the existing rates in the 2nd Respondent's CBA with the Claimant at Article 14 and Appendix 11:

equivalent of	- Job grade	-	MR 1 to 6	-	Kshs.	5,500 per year
"	"	- Job grade	-	MR 7 to 10	-	Kshs. 7,000 per year
"	"	- Job grade	-	MR 11 to 15	-	Kshs.11,000 per year

3. **Subsistence (per diem / night out) Allowance:** In accordance with the equivalent rates applicable in part 3 and 4 of the Salaries and Remuneration Commission Circular of 10th December 2014.

4. **Medical Risk Allowance:** In accordance with the existing rates in the 2nd Respondent's CBA with the Claimant at Article 28 and APP. III:

1. Enrolled / Nursing Officer (upto MR/8)	-	Kshs.	3,850	per month
2. Enrolled/ Nursing Officer (MR/9 and above)	-	Kshs.	4,000	per month
3. Laboratory Technologist/Technician	-	Kshs.	3,000	per month
4. Clinical Officer	-	Kshs.	3,000	per month
5. Radiographers	-	Kshs.	2,000	per month
6. Pharmacists (MR/8 and above	-	Kshs.	3,000	per month
7. Pharmaceutical Technologists	-	Kshs.	2,000	per month
8. Medical Records Technicians/ Technologist	-	Kshs.	2,000	per month
9. Biomedical Engineering Technologist, Technicians	-	Kshs.	2,000	per month
10. Public Health Technicians	-	Kshs.	2,000	per month
11. Public Health Officers (MR /8 and above)	-	Kshs.	3,000	per month