

5. **Overtime (Employment Act/Wages Regulation):**

Overtime shall be paid to those employees who work over and above the normal daily/ weekly working hours at the rates of:

1. 1 ½ times for the extra time worked during the normal working days.
2. Double times for hours worked on Gazetted Public Holidays, and Sundays

6. **Uniform Allowance:** I in accordance with Article 12 of the Parties CBA;
“All uniformed unionisable employees will receive a minimum of two (2) pairs of their uniforms or protective clothing annually from the institute. The type and style of uniform for each Category of employees according to the job they perform will be agreed upon between the Institute’s Management and Shopstewards Committee union representatives:

and

“Salaries and Remuneration Commission Circular of 14th September, 2015 part “E”
“Uniform Allowance is payable to nurses at a flat rate of Kshs. 10,000 per annum”

7. **Gratuity of 31%. instead of 10%:**

It is the 2nd Respondent’s Policy to pay gratuity at 31% but not 10%.

8. **Contract Period to run in line with the funding duration:**

Funding for the 1st Respondent’s operations runs for periods of between 3 to 5 years. Thus the Claimant’s prayer for the contract period of between 3 to 5 years duration. This prayer will enable employees with the right to plan and develop their future:

1. To access loan facilities.
2. To further their education.
3. To contribute to pension scheme.
4. To plan their family life.

9. **General Wage Increase of 30% each year:**

The cost of living continue to rise yearly and employees need to be compensated to cover for the cost of living. Thus the Claimant’s prayer for a General Wage Increase as follows:

- | | | | | |
|----|-----|------------------|--------------|-------------------|
| 1. | 30% | -1 st | year of July | 2013 to June 2014 |
| 2. | 30% | -2 nd | year of July | 2014 to June 2015 |
| 3. | 30% | -3 rd | year of July | 2015 to June 2016 |
| 4. | 30% | -4 th | year of July | 2016 to June 2017 |

10. We pray to this Court to Award in favour of the Claimant’s No. 1 to 9.