

**THE REPUBLIC OF UGANDA  
IN THE INDUSTRIAL COURT OF UGANDA AT KAMPALA  
MISC. APPL. NO. 026 OF 2020  
[ARISING FROM LDR NO. 054/2015 & MGLSD 276/2015]**

**1. WAISWA POLYCAP  
2. TEMBO LOUIS  
3. MUGABI APOLLO  
4. NZABAMUITA BRUNO  
5. LUTWAMA MOSES  
6. OKWERA JIMMY  
7. BAMANYIRE WINFRED  
8. JARUA JANE  
9. MAGUYA MILTON  
10. NAKITYO TEOPISTA  
11. BALINDA JOLLY K.  
12. TWINOMUGISHA DENIS  
13. RWEKIKIGA ASIIMWE.....APPLICANT**

**VERSUS**

**ATTORNEY GENERAL.....RESPONDENT**

**BEFORE**

1. Hon. Chief Judge Ruhinda Asaph Ntengye
2. Hon. Lady Justice Linda Tumusiime Mugisha

**PANELISTS**

1. Ms. Adrine Namara
2. Mr. Matovu Michael
3. Ms. Susan Nabirye

**RULING**

This is an application filed by the applicants that seeks endorsement and confirmation of figures calculated as emoluments accruing to the claimants in accordance with the ruling of this court in labour reference No. 054/2015.

**REPRESENTATIONS**

Mr. Amos Musheija of M/s. Kakuru & Co. Advocates represented the applicants while M/s. Jackie Amusugot of Attorney General's Chambers represented the respondent.

The background of this application is that the applicants filed Labour dispute reference 054/2015 seeking for gratuity, medical allowance, leave allowance, exgratia, transport allowance and payment in lieu of notice.

This court in its Award delivered on 8/11/2016 held that the claimants were entitled to

- (a) 30% of salary earnings of each 3-year period served.
- (b) Allowance sufficient for transporting each officer to his/her village.
- (c) 05% of gross earnings for the total period served by the time of retirement.
- (d) 10% of annual salary for the year each of the claimants went on leave and the same % for those who applied but were denied leave.
- (e) 3 months' salaries in lieu of notice.

In addition to the above the court held that **“if after calculating the benefits accruing to the claimants in accordance with this Award it is found that the claimants were paid less than the awarded amounts, the balance payable shall attract interest at 21% from the year 2012 until payment in full”**.

The above Award took into consideration the amount already paid to each of the claimants and therefore required the respondent to calculate the amount due to each of the claimants in accordance with the Award given that each of them had been paid part of the money.

According to the affidavit in support of this application the respondent was requested to submit her computations of the monies accruing to the claimants in accordance with the Award but the respondent ignored the request and when the applicants submitted their own calculations the respondent neither opposed nor rejected the same.



2. TEMBO LOUIS	-	26,807,758=
3. MUGABI APOLLO	-	31,954,872=
4. NZABAMWITA BRUNO	-	36,588,563=
5. LUTWAMA MOSES	-	36,401,022=
6. OKWERA JIMMY	-	26,724,527=
7. BAMANYA WINFRED	-	30,693,382=
8. JURUA ANDREW	-	27,972,836=
9. MAGUYA MILTON	-	27,972,580=
10. NAKITYO TEOPISTA	-	25,170,835=
11. BALINDA J K.	-	23,785,915=
12. TWINOMUGISHA DENIS	-	37,066,056=
13. RWEKIKIGA ASIIMWE	-	60,933,137=

In conclusion the application succeeds in the above terms with no orders as to costs.

**Delivered & signed by:**

1. Hon. Chief Judge Ruhinda Asaph Ntengye .....
2. Hon. Lady Justice Linda Tumusiime Mugisha .....

**PANELISTS**

1. Ms. Adrine Namara .....
2. Mr. Matovu Michael .....
3. Ms. Susan Nabirye .....

Dated: **02/0702021**