

## Employment Regulatory Compliance Boot Camp

Several organisations have been hit with avoidable awards, interest and penalties arising from non-compliance with the legal, tax and other regulatory requirements relating to employment. Keen to assist organisations better manage their compliance, Cristal Advocates through its School of Professional Excellence is organising a one day training to address all pertinent matters relating to employment regulatory compliance. The training will cover the following:

Legal issues	Tax and other regulatory issues
<ul style="list-style-type: none"> <li>• Employment contracts versus Contracts for service</li> <li>• Employment exempted from the application of the Employment Act and labour regime</li> <li>• Rights under a probationary contract</li> <li>• Discrimination in employment</li> <li>• Sexual harassment at the workplace</li> <li>• Forced labour</li> <li>• Employment of children</li> <li>• The role and powers of the Labour Officer</li> <li>• Duties of the employer including the duty to provide work and pay wages</li> <li>• The various rights of employees</li> <li>• Termination of employment contracts</li> <li>• What is unfair termination</li> <li>• Remedies for unfair termination</li> <li>• Non dismissal disciplinary penalties and procedures</li> <li>• Summary dismissal</li> <li>• Holding a disciplinary hearing</li> <li>• Equality and equity in employment</li> <li>• Preparation of a Disciplinary Code/Human Resources Policy</li> <li>• Employees rights to form and participate in Labour Union activities</li> <li>• The role of and procedures at the Industrial Court</li> <li>• Workers Compensation in case of accidents, injuries, diseases contracted at the work place</li> <li>• Employment of non-nationals and rights of migrant workers</li> </ul>	<ul style="list-style-type: none"> <li>• Tax considerations for local employees</li> <li>• Tax considerations for expatriate employees</li> <li>• Tax considerations for casual employees</li> <li>• Tax considerations for directors</li> <li>• Overview of employment taxable benefits</li> <li>• Overview of employment non-taxable benefits</li> <li>• Tax considerations of lump sum payments</li> <li>• Employment Share Option Schemes</li> <li>• How to file tax returns and make payment</li> <li>• Objections and appeals to Uganda Revenue Authority assessments</li> <li>• National Social Security Fund (NSSF) considerations for local employees</li> <li>• NSSF considerations for expatriate employees</li> <li>• NSSF considerations for casual employees</li> <li>• Work permit requirements for expatriate employees</li> </ul>

<b>Target</b>	Lawyers, Human Resource Practitioners, Finance Managers and Business owners
<b>Date</b>	27 <sup>th</sup> July 2018
<b>Venue</b>	Cristal Advocates, Fourth Floor-Padre Pio House, Plot 32 Lumumba Avenue. There is sufficient parking for attendants
<b>Contact</b>	Lynette Ankunda for additional course details <a href="mailto:lankunda@cristaladvocates.com">lankunda@cristaladvocates.com</a> , +256414671274 or +256777821928

### Training facilitators



**Denis Yekoyasi Kakembo**

LLM (Dundee -UK), ACCA, CPA (U), LLB (Mak),  
Dip LP (LDC)

Denis is dual qualified both as a Lawyer and Chartered Accountant and is a UK trained energy, tax and investment professional with vast working experience in the Sub Saharan Africa region. Prior to joining Cristal Advocates, Denis had worked for close to 10 years with Deloitte, an international audit and professional services firm where he started his career and rose to senior managerial positions. He lived and worked with Deloitte for over 6 years in Kenya, Tanzania and the United Kingdom. Denis is widely published and a regular commentator in the local, regional and international media and speaker at various conferences regarding the taxation matters and has facilitated several training in the East African region on employment matters.



**Francis Ateenyi**

LLM (Dundee -UK), LLB (Mak), Dip LP (LDC)

Francis heads the firm's human capital division. He is an Advocate of the High Court of Uganda with wide experience advising clients on employment matters as well as representing them at adjudication. His commitment to excellence and client satisfaction remains a hallmark of his practice.

He has previously worked with Kiiza, Tumwesige, Ssemambo Advocates and Advocates Coalition for Development and Environment (ACODE) and Webber Wentzel Attorneys in Johannesburg, South Africa.