

Employment Regulatory Compliance Workshop

Face to face with the future



Towards the end of 2019, two bills proposing changes to Uganda's employment regulatory landscape were presented to the Parliament for deliberation. This workshop will among others highlight these proposals in the Employment (Amendment) Bill, 2019 and the National Social Security Fund (Amendment) Bill, 2019.

Date:	Thursday, 26th March 2020
Time:	8am to 5pm
Venue:	Cristal Advocates, 4th Floor, Padre Pio Building, Plot 32 Lumumba Avenue - Kampala, Uganda
Fee	USD 150
Contact	Norah Amanya for additional course details namanya@cristaladvocates.com +256 414 671 274

FACILITATORS



Denis Yekoyasi Kakembo

Denis is a tax and corporate lawyer and the Managing Partner at Cristal Advocates where he also leads the energy and tax practice. He is dual qualified as a Lawyer and Chartered Accountant with vast consulting experience on projects in Sub Saharan Africa.

Before joining Cristal Advocates, he had worked for close to 10 years with Deloitte where he started his career as a tax and legal trainee and rose to senior managerial roles. Initially based in Uganda, he was seconded to live and work in Tanzania, United Kingdom and Kenya and subsequently became Deloitte East Africa's Chief of Staff for the Energy and Resources Industry Group.

He holds a Master of Laws degree in Petroleum Taxation and Finance from the University of Dundee several other qualifications. ■



Francis Tumwesige Ateenyi

Francis leads the dispute resolution and employment practice at the firm. He is an Advocate of the High Court of Uganda with expertise in energy, employment, corporate and commercial matters and dispute resolution.

He joined Cristal Advocates from Kizza, Tumwesige, and Ssemambo Advocates. He previously worked with the Advocates Coalition for Development and Environment (ACODE). He also undertook a traineeship with the oil and gas division of Webber Wetzel in Johannesburg, South Africa.

He holds a Master of Laws degree in Petroleum Law and Policy from the University of Dundee in the United Kingdom and various other qualifications. ■



WORKSHOP CONTENT

Session	Title	Content
	Breakfast	
1	Introduction	<ul style="list-style-type: none"> • Introduction of participants and facilitators.
2	Cessation of an employment relationship	<ul style="list-style-type: none"> • Summary dismissal • Grounds for unfair termination • Misconduct, gross misconduct and “verifiable misconduct”. • Fundamentals of disciplinary hearing • Termination with notice, or payment in lieu of notice • Termination of probation employment • Termination of casual workers • Restructuring as a ground for termination • Renewal and non-renewal of employment contracts • Performance appraisals as a basis for termination • Publication of termination internally and externally • Implications on outstanding employee obligations like salary loans acquired while still in employment • Entitlement to terminal benefits, provident funds etc. • Abandonment of duty by an employee; what are the options • Breach of the employment contract by the employee • Tax implications upon cessation of an employment relationship • Q & A
3	Discrimination at the work place	<ul style="list-style-type: none"> • Understanding of discrimination • Grounds for discrimination • Justified exclusion/preference
	Coffee break	
4	Sexual harassment at the work place	<ul style="list-style-type: none"> • What amounts to sexual harassment at the work place • Obligations of an employer • Designation of a person in charge of sexual harassment and their role • The Sexual Harassment Policy • Establishment of the sexual harassment committee • Complaints procedures • Sanctions for non-compliance • Referrals to the Industrial Court • Q and A
5	Tax issues	<ul style="list-style-type: none"> • Tax issues for employees • Tax issues for directors • Employment taxable benefits • Employment non- taxable benefits
6	Social security issues	<ul style="list-style-type: none"> • Overview of the social security regime in Uganda • Social security issues for local employees • Social security issues for expatriate employees
	Lunch break	
7	Employment of foreign workers in Uganda	<ul style="list-style-type: none"> • The legal regime for employment of foreign workers • Secondment and other arrangements • Tax and other statutory obligations in respect of foreign workers • Procedural and immigration requirements including restrictions for specific sectors • Q & A
8	Proposed changes to the employment regulatory regime	<ul style="list-style-type: none"> • Proposed changes in the Employment (Amendment) Bill, 2019 • Proposed changes in the National Social Security Fund (Amendment) Bill, 2019
9	Coffee break	
10	Wrap-up	<ul style="list-style-type: none"> • Recap of the day’s discussion • Final Q&A • Closing comments

