

Online Employment Regulatory Compliance Workshop

Face to face with the future



Compliance

The law regulates the rights and obligations of parties not only during the life of the employment relationship but also upon its cessation. This workshop will address how an employment relationship is commenced, terminated and the attendant legal obligations. It will also give an overview of the general tax and social security considerations in relation to employment.

Date: Thursday, 7th October 2021
Time: 9am to 1pm
Venue: Cristal Advocates, 4th Floor, Padre Pio Building, Plot 32 Lumumba Avenue - Kampala, Uganda
Fee **UGX 250,000 plus VAT**
Contact Norah Amanya for additional course details
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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
1	Introduction	<ul style="list-style-type: none"> • Introduction of participants and facilitators.
2	Commencement of an employer-employee relationship	
3	Cessation of an employment relationship	<ul style="list-style-type: none"> • Termination, Unfair Termination and Dismissal • 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 • An employer’s duties upon mass termination of staff • Restructuring as a ground for termination • Renewal and non-renewal of employment contracts • Performance appraisals as a basis for termination • Implications of internal and external publication of an employee’s dismissal • Liability for salary loans and other financial obligations upon dismissal of an employee • An employer’s duty to repatriate an employee upon termination of employment • Certificate of service • Judicial trends • 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 • The scope and application of severance pay • Tax implications upon cessation of an employment relationship • Q & A
	Break	
4	Tax issues	<ul style="list-style-type: none"> • Tax issues for employees • Tax issues for directors • Employment taxable benefits • Employment non- taxable benefits
5	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

