

Online Employment Regulatory Compliance Workshop

Facilitators



Denis Yekoyasi Kakembo
dkakembo@cristaladvocates.com



Dickens Asimwe Katta
dasimwe@cristaladvocates.com



Rehemah Nassaka
rnassaka@cristaladvocates.com



Cristal Advocates invites you to a one day Online workshop covering the theory and practice of Employment Law in Uganda.

Objective

To create awareness of the pertinent regulatory compliance matters in relation to employment that employers and organizations in Uganda grapple with.

1. Establishment of an employment relationship

- Contract for service/of service
- Contents of an employment contract
- Void provisions in an employment contract
- Probationary contracts
- Fixed term contracts
- Disapplication of Uganda's Employment Act
- Duties of an employer
- Rights of an employee

2. Cessation of an employment relationship

- Discipline at the work place
- Termination, Unfair Termination and Summary dismissal
- 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
- Managing staff restructuring and redundancy
- 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 in employment dispute determination
- Entitlement to terminal benefits, provident funds etc.
- Abandonment of duty by an employee; what are the options
- The scope and application of severance allowance
- Breach of the employment contract by the employee; what are the options
- Dispute resolution mechanisms

3. Employment tax issues

- Understanding basic Pay As Your Earn (PAYE) concepts
- Residency/Permanent Establishment (PE) considerations
- What constitutes employment taxable income
- Non-taxable employment benefits
- Allowable deductions for employment income tax purposes
- Exempt employment income
- Compensation structures
- Overview of expatriate tax issues
- Employment tax planning ideas
- Payroll reconciliations

4. Social security issues

- Overview of NSSF
- Registration
- Contributions
- Benefits
- Expatriate considerations
- Exemption from contributions
- Problem areas

5. Employment of foreign workers in Uganda

- Legal regime for the employment of foreigners in Uganda
- Secondments and other arrangements
- Tax and other statutory obligations in respect of foreign workers
- Procedural and immigration requirements including restrictions for specific sectors



Date: Friday, 22nd September 2023

Time: 8:00 am - 4:30 pm

Venue: Online

Cost per participant: USD 150 plus VAT

For additional course details, Contact:
Kule Rolant

Tel: +256 (414) 671 274

Email: krolant@cristaladvocates.com



- Energy & Infrastructure
- Busines- support
- Employment
- Banking & Finance

- School of Professional Excellence
- Company Secretarial & Trustee Services
- Public Law & Policy Advocacy
- Dispute Resolution

- Tax
- Corporate and Commercial