

A full service law firm...

Based in Uganda that advises clients on a range of legal matters, from litigation and arbitration, Banking and finance, oil and gas, Intellectual Property, Telecommunications, Media and Technology Law to Corporate and transactional advisory legal services.

Highly regarded and recommended



CHAMBERS
AND PARTNERS

IFLR1000



Employment and
Labour

About us...

From its inception, the firm has provided excellent legal services, and has handled some of the largest and complex matters in commercial transactions, litigation and arbitration and taxation. Currently led by Joseph Matsiko as the Managing partner, the firm has 35 legal staff each of whom possess unique skill sets including tellar academic accomplishments, commitment to a client-focused work culture, and a track record of successful outcomes for our clients across the various sectors and practice areas we specialize and consistently excel in.

Driven by the firm's vision to be the Market Leader providing World Class Legal and Advisory Services, our Team strives to give our clients better outcomes than they otherwise would have had, through the use of business oriented and cost effective innovative legal solutions that puts the interests of our clients as a priority and guiding principle.

Throughout its twenty years of legal service excellence in Uganda, the firm has been involved in various legal mandates and projects which have had a positive and lasting impact on Uganda's social, economic and political prosperity. The firm is continuously evolving and changing to meet the changing business needs of our esteemed clients and we remain committed to the professional and excellent service of our clients through a dedicated team in a timely and sustainable manner.



06.08

Established in 2001



11 Partners



35 Legal Staff

VISION...

**To be the Market Leader
providing World Class Legal
and Advisory Services.**

EMPLOYMENT & IMMIGRATION

Our Employment and Labour Practice team has a robust track record in advising and helping the corporate and business community on all employment, health and safety and pension fund issues, with a special focus on dispute resolution and commercial transactions with an impact on employees. Examples of such transactions are corporate restructuring, mergers and acquisitions, outsourcing arrangements, collective terminations/ redundancies and labour law compliance audits; all of which typically have implications for employee pensions, benefits or conditions of service.

The team has also done significant work for clients involving the structuring of staff handbooks and human resources manuals, terms and conditions of employment benefit schemes, employee reward structuring and Human Resource trainings. The Employment and Labour team's experience in the area of dispute resolution spans the entire spectrum of private and statutory forums and mechanisms, including arbitration, the Labour Officers, the Industrial Courts, the Commissioner for Labour, among others.

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We additionally support multinational corporations and entities looking to engage and retain foreign employees in Uganda as expatriates. We offer legal counsel to employers and employees in the pursuit of special passes, work permits and dependent passes. We effectively navigate immigration and nationality laws in order to help our clients obtain the requisite legal authorisation to work in Uganda.

OUR EXPERIENCE

- Successfully represented Uganda Communications Commission in an arbitration dispute worth UGX.13,000,000,000/= (Thirteen billion shillings) instituted by its former employees arising from a restructuring exercise (undertaken) by the Commission.
- Advising Mota-Engil Engenharia e Construcao Africa S.A (Uganda Branch) in connection with all employment related matters, which include workers compensation, collective terminations.
- We have also advised Mota-Engil Engenharia Africa S.A (Uganda Branch) on implementation of the collective bargaining agreement and mutual recognition with the National Union of Infrastructure, Civil Works and Wood Workers Union (NUICWW).
- We advise Mota Engil on all employment related matters arising from the Northern Bypass Road Construction Project, and the North East Road Asset Management Projects in line with the World Bank guidelines.
- Advised Toyota Uganda Limited, an International Motor Vehicle manufacturer, on all legal aspects of their day to day operations including advising on labour and employment matters such as terminations, review of the company Human Resource Manual to align it with current employment law and practice, and advising on the social security and employee benefits scheme.
- Reviewed the Human Resource Manual for GCC Services Uganda Limited, and advising them on all employee related aspects.
- Advised Management Sciences for Health on redundancy termination for its management employees.
- Advised Kantar TNS RMS Uganda on the labour issues arising from the closure of their business operations in Uganda.
- Advising SolarNow Ltd on all aspects labour and employment aspects in relation to their business operations.
- Advised a Construction Company on the investigations and prosecution of Sexual Harassment claims and drafted a Sexual Harassment Policy.
- Advising a Coffee processing and export Company on its restructuring exercise.
- Advising ABC Capital Bank on its HR Policy compliance status and representing the Bank before the Commissioner for Labour at the Ministry of Gender, Labour & Social Development.
- Retained by a Cement Manufacturing company to render advice and represent it in relation to its Human Resources operations and disciplinary proceedings requirements and disputes.
- Successfully and seamlessly applied for and obtained work permits for diverse clients across many sectors, including Banking and Finance, Infra structure Projects, Oil & Gas sectors.

PRACTICE TEAM



Augustine Obillil Idoot
Partner



Jet Tumwebaze
Partner



Patience Ngabirano
Senior Associate



Ferdinand Tumuhaise
Associate



Bonny Kolokolo Ntanda
Legal Assistant



Rob Eburura
Legal Assistant



Caesar Rugaya
Legal Assistant