

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.

EMPLOYMENT LAW AND IMMIGRATION PRACTICE

ABOUT KAA

Kampala Associated Advocates (KAA) is 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. We have a total of eleven partners with varied areas of specialization, assisted by over sixteen lawyers and legal Consultants. This makes KAA one of the largest and leading independent legal law firms in Uganda.

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 stellar 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 put 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 in order 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.

The current partner headcount of eleven partners makes Kampala Associated Advocates, arguably the largest law firm by partner head count in Uganda. This gives Kampala Associated Advocates an unmatched breadth and depth in both its expertise and experience.



Established in 2001



11 Partners



35 Legal Staff

VISION

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

EMPLOYMENT LAW AND IMMIGRATION PRACTICE

Our Employment and Labour Practice team boasts a formidable track record in guiding Uganda's corporate and business community through the intricacies of employment, health and safety, and pension fund matters. With a keen focus on dispute resolution and commercial transactions impacting employees, our expertise is unmatched.

We excel in advising on pivotal transactions such as corporate restructuring, mergers and acquisitions, outsourcing arrangements, collective terminations/redundancies, and labour law compliance audits. These transactions often carry significant implications for employee pensions, benefits, and conditions of service.

Our team is adept at structuring staff handbooks and human resources manuals, crafting terms and conditions of employment benefit schemes, designing employee reward programs, and conducting comprehensive Human Resource trainings.

In dispute resolution, our prowess covers a broad spectrum of private and statutory forums and mechanisms, including arbitration, engagement with Labour Officers, appearances in Industrial Courts, and representation before the Commissioner for Labour.

Furthermore, we extend our support to multinational corporations and entities seeking to engage and retain foreign employees in Uganda as expatriates. We provide expert legal counsel to both employers and employees navigating the complexities of obtaining special passes, work permits, and dependent passes. Our proficiency in immigration and nationality laws ensures our clients secure the necessary legal authorization to work seamlessly in Uganda.

MAJOR MATTERS

- 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 Engenhariae Construciao Africa S.A (Uganda Branch) in connection with all employment related matters, which include workers compensation, collective terminations.
- We have also advised Mota-Engil Engenhariae Africa S.A (Uganda Branch) in the negotiation and 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 Solar Now Ltd on all aspects labour and employment aspects in relation to their business operations.
- Advising Community Health Alliance on termination of some of their senior employees.

- Advised Premier Recruitment Limited on the requirements of setting up and initial operation of a company engaged in the export of skilled and semi-skilled migrant labour.
- Advising Livingstone University on employment matters related to their business operations.
- Advised Apolo Hotel Corporation Ltd T/A Sheraton Kampala Hotel to compile their human resource manual and employee collective bargaining agreement. We also represented the hotel in court in all labour disputes by and against the Hotel.
- Advised Sanlam Life Insurance on their staff Retirement Benefits Scheme.
- Representing Centenary Rural Development Bank in employment and labour matters brought against the Bank.
- Advising Saba Gifco (U) Limited on all employment matters in related to their business operations.
- Advised a Construction Company on the investigations and prosecution of Sexual Harassment claims and drafted a Sexual Harassment Policy.
- Conducted multiple Sexual Harassment Investigations on behalf of clients pursuant to the Employment (Sexual Harassment) Regulations.
- 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, Infrastructure Projects, Oil & Gas sectors.
- Supported multiple clients in the Education and Banking sectors in relation to their employment exit management processes relating to their operational exits from Uganda.

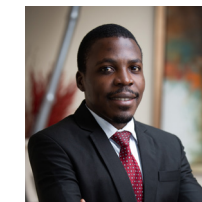
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