

# ADMINISTERING EMPLOYMENT CONTRACTS POST COVID-19

What Next for Employment Contracts Post COVID 19?

Join us for a full day Question and Answer Session ...

**NeCro EDC** in partnership with Employment Law experts from the **Industrial Court of Uganda** have organized a full day **Question and Answer** session on **How to Administer Employment Contracts Post COVID-19**.

As the COVID-19 pandemic continues to ravage the global economy, employers in large and small businesses are faced with a dreadful conundrum on whether to let their staff go, cut their hours or declare them redundant. While drafting employment contracts, most employers didn't anticipate the current circumstances.

Both parties to a contract are bound by its terms and cannot vary the terms and conditions of the contract, except with each

other's consent or unless the law provides for a departure from such general principles.

Nevertheless, the relationship between employers and employee is typically regulated by the employment contracts, which sets out the terms of such employment. It is trite that parties to a contract are bound by its terms and cannot vary the terms and conditions of the contract except with each other's consent.

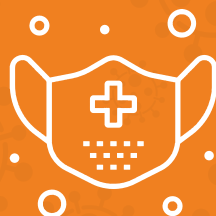
It therefore begs the critical question;

**What options are available for employers, considering the impact the pandemic is having/has had on their businesses?**

## COVID-19 PREVENTION

We follow all the Ministry of Health (MOH) guideline and Standard Operating Procedures (SOPs) on curbing the spread of COVID-19

**WE VALUE YOUR HEALTH AND THOSE OF YOUR LOVED ONES...**



## TARGET PARTICIPANTS

**This course is suitable for;**

- 1) All HR Personnel
- 2) All Heads of Organizations
- 3) All Business Owners
- 4) All Managers and Supervisors



# TRAINING CONTENT (WHAT YOU WILL LEARN)

The workshop will address ALL your questions on and around the following topics;

## MODULE 1: WORKING FROM HOME - THE NEW NORMAL

WHAT are the employer's obligations when employees are compelled to work remotely?

## MODULE 2: HANDLING SUSPENSION OF EXISTING CONTRACT OBLIGATIONS

Are there provision for employers to suspend existing contractual obligations? If so, **WHEN** and **HOW** should employers incorporate/implement suspension clauses on Employment contracts?

## MODULE 3: DEFERMENT/REDUCTION OF SALARIES

WHAT legal provision(s) are available for employers in matters regarding deferment/reduction of employee salaries?

## MODULE 4: DEFERMENT OF BONUSES AND PROMOTIONS

WHAT legal provision(s) are available for employers in matters regarding deferment of employee bonuses and promotions?

## MODULE 5: PAID AND UNPAID LEAVE

Can employers make the most of the compulsory stay at home directions by the Government? Can they turn such days into paid or unpaid leave days?

## MODULE 6: DECLARATION OF REDUNDANCY

WHAT are the procedures and the conditions to be met by employers, if they are to declare redundancy?

## MODULE 7: TERMINATION OF CONTRACTS

As a measure of last resort, **WHEN** and **HOW** should employers safely go about terminating employees' contracts?

## MODULE 8: INCORPORATION OF AN 'INCLUSIVE' FORCE MAJEURE CLAUSE

WHAT is a Force Majeure Clause and **HOW** can it be applied by employers upon the occurrence of a specific set of events, which are beyond their control?

**NOTE: This Training Can be Tailor - Made for You In - House to Meet Your Organization's Needs**

## TRAINING FEES & DISCOUNTS

**UGX 350,000** per participant. This will cover Training, Certificate, follow-up and 3 months technical support.

**FOR EVERY 5 NOMINEES, a 10% DISCOUNT will be given**

## PAYMENT DETAILS

A/C Name: **Ne Cro Consult Ltd**

A/C No: **1001201415770**

Bank Name: **Equity Bank**

Bank Branch: **Oasis Mall**

We desire to be a key part of your organization's future success. We believe our commitment to quality, timely service delivery, locally available range of services and depth in industry experience will serve you well. We do whatever is required to get the job done, on time, without compromising quality. With the close involvement of our senior professionals, their extensive experience and insight, we can help you accomplish your goals.

## CONTACT US THROUGH:

Plot 2B, Moyo Close, Kololo

P. O. Box 5523 Kampala, Uganda

  +256 783 79 7931

 [info@necroconsult.com](mailto:info@necroconsult.com)

 [www.necroconsult.com](http://www.necroconsult.com)

FOLLOW US

**necroedc**

