

Employment and Labour Law Training Seminar: "MANAGING RETRENCHMENT IN THE TANZANIAN CONTEXT"

November 22nd 2017, 8:30am-4:30pm, Dar es Salaam

About this one-day training seminar

The seminar will cover practical aspects of retrenchment proceedings, including the 'do's and don'ts' in retrenchment consultations.

Seminar content

Retrenchment proceedings including

- Drafting of s38(1) notice
- When to issue notice and to whom – employees or trade union or both?
- When is the employer considered to have "contemplated" a retrenchment?
- When is the duty to consult triggered?
- The hierarchy in terms of with whom to consult Selection criteria – What constitutes fair and objective selection method?
- Dealing with concurrent retrenchment proceedings and criminal charges
- Payment of retrenchment dues and benefits – how they are calculated and when does an employee forfeit severance pay?
- Re-employment of retrenched employees – is it mandatory? And, what about when there is an ongoing arbitration case?

Handling of arbitration cases arising from retrenchments

The training seminar will teach you the critical skills and practical insight into handling arbitration cases effectively in the Tanzanian context. Conceptualized by Isidora & Company Advocates, the seminar will introduce you to recent awards delivered by the Commission for Mediation and Arbitration (CMA) as well as rulings of the High Court of Tanzania when discussing retrenchment. Discussions on these awards and rulings will be led by Mr Kibuuka.

During the session, Mr Kibuuka will welcome questions on the retrenchment subtopics under discussion or any other related topics in the field of employment and labour law.

Presenter

Paul Kibuuka practices as an Advocate at the High Court of Tanzania. He's the managing partner of Isidora & Company Advocates and the head of the firm's litigation practice, which covers employment and labour law disputes. Mr Kibuuka has acted as external legal counsel for numerous multinational companies and organizations, including but not limited to Tanzania Breweries Ltd (TBL), KCB Bank, Oryx Energies and KK

Security and he has significant employment/labour law advisory and mediation and arbitration experience. An avid thought-leader, Mr Kibuuka has published over 40 articles in Tanzania's English daily newspapers The Citizen and Daily News and is the author of 'Consultation is vital to retrenchment process' published in The Citizen on March 16, 2017.

Who Should Attend?

The training seminar is aimed at senior level management, line managers, HR and industrial relations managers, in-house legal counsels, disciplinary committee members, trade union representatives, and consultants.

Town/City and Date (time: 8:30am-4:30pm)

Dar es Salaam: November 22nd 2017

Registration Fees (VAT inclusive) per person

TZS1,000,000/=

1. 5% discount is offered for 5 or more delegates from the same company/organization.
2. The registration fee includes training materials, refreshments, and lunch.
3. A certificate will be issued on full attendance of the seminar.
4. Limited seats are available and registrations will be confirmed on a first-come, first-served basis.
5. Isidora & Company Advocates makes use of reputable venues. The venue (in Dar es Salaam) will be confirmed with registration confirmation.
6. Registrations close **48 hours prior to the training seminar**. No further registrations will be accepted thereafter.

How do I register?

Please fill in your full details on the form on page 2. Email the completed form and your payment details or proof of payment to: ansity.mahyenga@isidorlaw.co.tz

Payment can be made up-front by cheque or direct deposit. **No registration will be confirmed if the payment details or proof of payment has not been included.**

Any person who has registered for a training seminar and fails to cancel (in writing) at least 48 hours prior to the seminar, shall be held liable for the payment. All refunds must be claimed in writing not more than 15 business days after cancellation.

REGISTRATION FORM: Employment and Labour Law Training Seminar: "MANAGING RETRENCHMENT IN THE TANZANIAN CONTEXT"

Instructions on how to complete the form: Fill in your details in block letters and then scan and email the form to ansity.mahyenga@isidorallaw.co.tz together with proof of payment.

Please complete a separate form for each delegate

Date and Town/City of Attendance

Dar es Salaam: **22nd November 2017, 8:30am-4:30pm**

The venue (in Dar es Salaam) for this seminar will be confirmed by Isidora & Company Advocates with registration confirmation.

Registration fees (payable in local currency). Includes training materials, refreshments and lunch.

TZS1,000,000/= VAT inclusive

A 5% discount applies for 5 or more delegates from the same company/organization.

If this applies to your company/organization, please contact info@isidorallaw.co.tz for the applicable fees.

Your details:

Surname: _____ First Name: _____ Title (Mr/Ms/Prof./Dr.) _____

Company: _____ Position: _____

Address: _____

_____ P.O.Box: _____

Tel.(Off): _____ Cell: _____ E-mail: _____

Disability: No [] Yes [] Nature of disability: _____

Payment Options (Registration will be confirmed only if the payment details or proof of payment has been received.)

Payment by electronic funds transfer (EFT) (preferred): [] **Amount: TZS** _____

Account Name: Isidora & Company Advocates

Bank: Standard Chartered Bank, Shoppers Plaza Branch

Account: 0102033021700

Payment by cheque: [] (NB: issue to "Isidora & Company Advocates")

Cheque No. _____ **Amount: TZS** _____

Payment by mobile money: [] **Reference:** _____ **Amount: TZS** _____

(NB: pay to M-PESA 0768 661 990)

Note: Seminar registration fees do not include travel and accommodation.

Please send this form by e-mail together with proof of payment of the registration fees to
Isidora & Company Advocates.

Attn: Ansity Mahyenga Email: ansity.mahyenga@isidorallaw.co.tz

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