

Employment, Employee Benefits and Immigration

Overview

The most valuable commodity in any organisation is its people. Our goal is to help you achieve good labour relations. We have capacity to advise on all aspects of the employment relationship including minimum requirements under the Employment Act, drafting senior to junior level contracts, drafting consultancy contracts, the procedure for termination of contracts and carrying out redundancies and on confidentiality and restraint of trade clauses in employment contracts. We can also help you to solve a wide range of labour disputes ranging from redundancies, collective actions led by unions, equal employment, and remuneration practice. Our experienced immigration lawyers understand that the search for talent, opportunities and employment drives the movement of people across borders. We advise our clients on issues of compliance with applicable laws and regulations relating to immigration laws in Kenya. In addition we provide our multinational clients with advice on immigration aspects of cross-border transfers and hiring.

Representative Experience

- **Confidential client:** Representing a large telecommunications company on Proceedings commenced against them by former employees claiming unfair termination following the restructuring of the company.
- **Confidential client:** Acted for an international not-for-profit organisation with offices around the world The client's Kenya office consulted us on the restructuring of their organisation in August 2017. By reconciling the contractual terms of redundancy with the Kenyan Employment Act, we guided the client through the process and ensured that there was full compliance with the law thereby minimising potential exposure to liability.
- **Various companies in the airline industry:** Advising on and assisting with applying for special passes and work permits from the Department of Immigration Services for the families of their employees and dependants. We also advised on and assisted in obtaining clearance from the Kenya Civil Aviation Authority ("KCAA") and obtaining alien cards from the Department of Immigration Services.
- **Various companies:** Advised on employment and labor law aspects of major transactions. Some of the companies involved belong to sectors such as manufacturing, financial services and telecommunications.
- **Confidential client:** Advised and assisted an international non-governmental organization: on the termination of employment, due to redundancy, of some of their employees.

Your Key Contacts

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