

THE EMPLOYMENT ACT.

Statutory Instrument 219—1.

The Employment Regulations.

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THE EMPLOYMENT ACT.

Statutory Instrument 219—1.

The Employment Regulations. *(Under section 66 of the Act.)*

PART I—PRELIMINARY.

1. Citation.

These Regulations may be cited as the Employment Regulations.

2. Interpretation.

In these Regulations, unless the context otherwise requires—

- (a) “Act” means the Employment Act;
- (b) “carrier” means an employee engaged for hire to carry a load by head portage;
- (c) “chief occupational health and hygiene officer” means the chief occupational health and hygiene officer appointed to advise the Minister on medical and health matters relating to labour;
- (d) “location” means any place of work or any group or groups of estates, factories, works or other undertakings not more than ten miles apart and under the same direct management and control;
- (e) “medical officer” has the same meaning assigned to that expression in the Public Health Act;
- (f) “medical practitioner” means a person registered or licensed under the Medical and Dental Practitioner’s Act or the Nurses and Midwives Act to practise medicine, surgery or midwifery whether for gain or not;
- (g) “notifiable infectious disease” means any disease declared by the Minister from time to time to be notifiable under section 10 of the Public Health Act;
- (h) “piece work” means any work the pay for which is estimated by the amount of work performed irrespective of the time occupied in its performance.

PART II—RECRUITERS AND RECRUITING.

3. Recruiting permit.

(1) Application for a recruiting permit shall be made to the commissioner in such form as he or she may prescribe from time to time and shall be accompanied by—

- (a) a true photograph of the applicant;
- (b) a true copy of the agreement under which the recruiter is employed;
- (c) full particulars (unless contained in the aforesaid agreement) as to—
 - (i) the payment which the recruiter is to receive;
 - (ii) the terms and conditions of employment which he or she is authorised to offer to persons recruited.

(2) The permit required by a recruiter shall be in Form A of the First Schedule to these Regulations.

4. Fees for recruiting permit.

The following fees shall be paid for a recruiting permit—

- (a) to engage persons for work within Uganda, the sum of one hundred shillings for a period not exceeding one year; and
- (b) to engage persons for work beyond the limits of Uganda, the sum of five hundred shillings for a period not exceeding one year.

5. Deposit.

Prior to the issue of a recruiting permit, the commissioner shall require the applicant to deposit as security a sum not exceeding five thousand shillings or to execute a bond with one surety, to the satisfaction of the commissioner, for a sum not exceeding five thousand shillings in Form B of the First Schedule to these Regulations.

6. Duplicate permit.

Every application for the issue of a duplicate recruiting permit shall be in writing addressed to the commissioner and shall contain particulars as to the circumstances of the loss of the original; and the commissioner, on being satisfied that the application is made in good faith, shall issue a duplicate recruiting permit upon payment of a fee of twenty shillings.

7. Extension of permit.

Every application for endorsement of a recruiting permit to recruit in a district or area other than that for which the permit was issued or to act for more than one employer shall be in writing addressed to the commissioner.

8. Production of permit.

Every recruiter shall produce his or her recruiting permit for inspection when required to do so by any authorised officer or administrative officer or by any member of the police force of or above the rank of station sergeant or by a chief in charge of a county (saza) or subcounty (gombolola).

9. Surrender of permit.

Every holder of a recruiting permit issued under these Regulations shall, within one month of its expiration, cancellation or suspension, surrender it at the office of the commissioner.

10. Validity of permit.

A recruiting permit shall be valid for the period for which it is issued, and the maximum period of any such permit shall not exceed one year.

11. Returns.

Every employer shall furnish to the commissioner or any officer designated by the commissioner all such returns regarding the persons recruited or employed by him or her as may be required from time to time, and an employer shall not neglect to supply such returns nor shall he or she wilfully give any false particulars in any such returns.

12. Conditions relating to recruiters and recruiting permits.

- (1) Before issuing any recruiting permit, the commissioner shall—
 - (a) satisfy himself or herself that the applicant is a fit and proper person;
 - (b) require the applicant to furnish financial or other security for proper conduct as a recruiter;
 - (c) satisfy himself or herself that adequate provision has been made for safeguarding the safety, health and welfare of the recruits to

be recruited; and

(d) satisfy himself or herself that all necessary measures will be taken by the applicant for the acclimatisation and adaption of recruits and for their immunisation against disease,

except that the commissioner may, in his or her discretion, exempt applicants from the requirements of paragraph (b) of this subregulation.

(2) Recruiters shall keep in such form as the commissioner may direct, records from which the regularity of every recruiting operation and identity of every recruit can be verified.

13. Withdrawal of adult males.

(1) Before granting a recruiting permit in any area, the commissioner shall take into consideration the possible effects of the withdrawal of adult males on the social life of the population concerned and, in particular, shall consider—

- (a) the density of the population, its tendency to increase or decrease and the probable effects upon the birth rate of the withdrawal of the adult males;
- (b) the possible effects of the withdrawal of adult males on the health, welfare and development of the population concerned, particularly in connection with the food supply;
- (c) the dangers to the family and morality arising from the withdrawal of adult males;
- (d) the possible effects of the withdrawal of adult males on the social organisation of the population concerned; and
- (e) the effect on industries established in that area.

(2) Where the circumstances make the adaptation of such a policy practicable, the commissioner may, in order to safeguard the population concerned against any untoward consequences of the withdrawal of adult males, fix the maximum number of adult males who may be recruited in any given area or place in such manner that the number of adult males remaining in the area or place does not fall below such percentage of adult males to women and children, as may be fixed by him or her.

14. Renewal of recruiting permit.

The commissioner may renew a recruiting permit if he or she is satisfied that the recruiter has respected the conditions subject to which the permit was

issued.

15. Cancellation, suspension and deletion of name of employer from a recruiting permit.

The commissioner may—

- (a) cancel any recruiting permit if the recruiter—
 - (i) fails to observe the conditions of the recruiting permit; or
 - (ii) has been convicted of an offence or is guilty of any misconduct which, in the opinion of the commissioner, renders the recruiter unfit to conduct recruiting operations;
- (b) suspend any recruiting permit pending the result of any inquiry into the conduct of the holder of the recruiting permit; and
- (c) delete from a recruiting permit the name of any employer for whom the permit authorises the recruiter to recruit, if the recruiter has been convicted of an offence under the Act and these Regulations relating to the conditions of any contract of service under which recruits were engaged or the making of adequate provisions for safeguarding the safety, health and welfare of recruits.

16. Recruiter's agent to be approved.

No person shall act as a recruiter's agent unless he or she has been approved by an authorised officer and has been authorised by the recruiter in writing.

17. Effects of misconduct on the part of a recruiter's agent.

- (1) Recruiters shall be responsible for the proper conduct of their agents.
- (2) If a recruiter's agent is guilty of such misconduct as may render him or her unfit to operate as recruiter's agent, an authorised officer may cancel his or her approval to act as agent.
- (3) If a recruiter's agent is guilty of such misconduct as is mentioned in subregulation (2) of this regulation and the commissioner is satisfied that the recruiter had failed to ensure proper conduct on the part of the agent, the commissioner may suspend or cancel the permit of the recruiter.

18. Conditions of transport.

- (1) The recruiter shall ensure that—
 - (a) the vehicles or vessels used for the transport of recruits are suitable for that transport, are in good sanitary condition and are not overcrowded;
 - (b) when it is necessary to break the journey for the night, suitable accommodation is provided for the recruits;
 - (c) in the case of long journeys, all necessary arrangements are made for medical assistance and for the welfare of the recruits;
 - (d) when recruits have to make long journeys on foot to the place of employment, the length of the daily journey is compatible with the maintenance of the health and strength of the recruits; and
 - (e) where the extent of the movement of labour makes it necessary, rest camps or rest houses are provided at suitable points on main routes and are kept in proper sanitary condition and have the necessary facilities for medical attention.

(2) When recruits have to make long journeys in groups to the place of employment, they shall be escorted by a responsible person approved by an authorised officer.

19. Expenses of journey, etc. to place of employment.

(1) The expenses of the journey of recruits to the place of employment, including all expenses incurred for their protection during the journeys, shall be borne by the recruiter.

(2) The recruiter shall furnish recruits with everything necessary for their welfare during the journey to the place of employment, including particularly adequate and suitable supplies of food, drinking water, fuel and cooking utensils, and where a night stop is involved, blankets and clothing when ordered by the authorised officer.

20. Right to repatriation.

Any recruit who—

- (a) becomes incapacitated by sickness or accident during the journey to the place of employment;
- (b) is found by a magistrate or an authorised officer approving or attesting a contract under section 14 of the Act to have been recruited as a result of coercion, undue influence,

misrepresentation or mistake,
shall be returned to the place of recruitment at the expense of the recruiter.

21. Families of recruits.

(1) Where families of recruits have been allowed by the employer to be brought to the place of employment, the employer shall take all necessary measures for safeguarding their safety, health and welfare during the journey and more particularly—

- (a) regulations 18 and 19 shall apply to those families;
- (b) in the event of the recruit being repatriated by virtue of regulation 20, his family shall also be repatriated; and
- (c) in the event of the death of the recruit during the journey to the place of employment, his family shall be returned to the place of recruiting.

(2) Any expenses incurred in giving effect to this regulation shall be borne by the employer.

22. Power of search.

(1) An authorised officer or any police officer shall have power to stop and board any vessel, train or vehicle to ascertain whether persons are leaving the place of recruiting in contravention of the Act and these Regulations and may detain any such vessel, train or vehicle for that purpose and shall not, in the exercise of such power, be liable to any prosecution or civil action.

(2) Any person impeding the authorised officer or police officer in the exercise of the powers conferred by this regulation commits an offence and is liable, upon summary conviction, to a fine not exceeding two thousand shillings or to imprisonment for a term not exceeding three months.

PART III—CONTRACTS OF SERVICE.

23. Employment cards.

Every employer of skilled or unskilled employees on a daily rate of pay or employees whose wages are three hundred shillings or less per month shall issue employment cards to those employees.

24. Form of employment card.

(1) Every employment card shall contain in English or Swahili, the following particulars—

- (a) the name and address of the employer;
- (b) the name and full particulars regarding the domicile of the employee;
- (c) the nature of the employment;
- (d) the date of the commencement of employment;
- (e) the rate of pay and whether with or without food, and shall

contain a space for marking the completion of each day's work, except that the full particulars regarding the domicile of an employee need not be entered on an employment card if they are contained in separate records kept by an employer.

(2) The employment card shall be handed to, and shall be retained by, the employee except at the special request of the employee and shall not be taken from him except for the purpose of having it marked by the employer which shall be done on each day worked or, in the case of a day to be counted as worked, on the next working day.

25. Period for the purposes of section 14(1)(b) of the Act.

For the purposes of section 14(1)(b) of the Act, the period of three months or more is prescribed.

26. Form of contract.

The contract of service to be approved or attested by a magistrate or an authorised officer under section 14 of the Act shall be in Form C of the First Schedule to these Regulations.

27. Fees.

The fees which shall be paid for approval or attestation of contracts of service in respect of each employee shall be as follows—

- (a) within Uganda, five shillings; and
- (b) in any other place, five shillings for every month or part of a month during which the contract is to endure.

28. Overtime.

Any employee who works or is permitted or required to work in excess of the normal daily or weekly working hours of the employment concerned, shall be paid at a rate not less than one-and-a-half times his normal rate of pay.

29. Form of medical certificate.

The medical certificate of the medical examination required under section 16 of the Act shall be in Form D of the First Schedule to these Regulations.

30. Unfit persons, prohibition of employment.

An authorised officer may, on the advice of a medical officer, prohibit the employment of any person who is totally or substantially deficient in the powers of hearing, speech or sight, or is of feeble intellect or is, in the opinion of a medical officer, physically unfit for the task on which he is employed or a danger to the health or safety of any persons employed in the same service; and no person shall knowingly employ or cause to be employed any person whose employment has been prohibited.

31. Books to be kept by employer.

Every employer shall keep in English or Swahili or in a language indigenous to Uganda adequate and proper books of account in respect of the wages of the employees employed by him or her, and every employer shall at all reasonable hours afford every facility to any authorised officer for the examination of those books of account.

32. Muster rolls to be kept in English or Swahili.

Every employer, unless exempted by the commissioner, shall keep a muster roll in English or in Swahili of all employees engaged by him or her on written or oral contracts, and the roll shall contain the following particulars—

- (a) name of employer, month and year;
- (b) serial number of employment card;
- (c) name of employee;
- (d) nature of employment;
- (e) day of month (column for each day);
- (f) rate of pay and whether with or without food;
- (g) amount earned;
- (h) deduction for absence;

- (i) deduction for advances;
- (j) net amount due;
- (k) amount paid;
- (l) remarks; and
- (m) signature of employer or his or her representative.

33. Piece work.

(1) A contract may be entered into under which piece work is to be performed for an agreed remuneration.

(2) The employee, in the case of piece work, shall be paid by his employer at the end of each month in proportion to the amount of work which he has performed during that month or on the completion of the work, whichever date is earlier.

34. Task work.

(1) An employer may require an employee to perform his work on the basis of a daily task which shall be an amount of work which can reasonably be performed in a day of not more than eight working hours.

(2) Where an employer has withheld wages due to failure to complete the daily task, and in the opinion of the commissioner, the task of work required was excessive and the work done was reasonable, having due regard to the terms and conditions of the work, the commissioner may direct that the wages so withheld be paid.

35. Limitation on carrier's loads.

(1) No head load of a single carrier shall exceed twenty-three kilograms in weight.

(2) A carrier shall not be required to carry a load over a period exceeding five hours, in any one day, and in no case shall the distance over which a load is carried exceed twenty-four kilometres in any one day.

(3) The employer of the carrier or an agent of that employer who contravenes any of the provisions of this regulation commits an offence.

PART IV—SICKNESS AND DISEASE.

36. Treatment of injuries and sickness.

(1) Every employer shall take reasonable steps to provide for the medical care of sick or injured employees in accordance with the succeeding regulations.

(2) Every employer shall cause steps to be taken to procure the immediate treatment of all cases of sickness and injury.

(3) No deduction shall be made from the wages of an employee for medicine, medical attention, or hospital treatment provided for an employee.

37. Drugs and medical equipment.

(1) Where employees in excess of forty and not exceeding five hundred are employed at one location, the employer shall maintain on the premises at a place easily accessible at all hours when work is in progress, a cupboard or other suitable receptacle stocked with the drugs and medical equipment set out in the list contained in Part A of the Second Schedule to these Regulations, which list may, in the case of any employer be added to, or reduced as directed in writing by an authorised officer with the approval of a medical officer.

(2) Every employer will place a responsible person in charge of the cupboard or receptacle and its contents and fix a suitable hour each day for his or her attendance to give medicines or treatment to employees who are sick or injured.

(3) Where forty or fewer employees are employed at one location, an authorised officer with the approval of a medical officer and having regard to the nature of the employment, may require, by notice in writing, that facilities for first aid be maintained by the employer in good condition and readily accessible at all times when work is in progress. In every case, where such a requirement is made, the drugs and medical equipment to be provided shall not be less than those set out in the list contained in Part B of the Second Schedule to these Regulations.

38. Examination of employees.

A medical officer may direct that any employee shall be medically examined

at any time during his period of employment.

39. Unusual sickness.

(1) A medical officer may, in the case of unusual sickness, direct that all employees, their wives and families shall be presented for inspection as required by the medical officer.

(2) The chief occupational health and hygiene officer or district medical officer may direct that attention and hospital facilities be provided by an employer at any place for a prescribed period, and that suitable drugs and dressings in addition be provided by the employer.

(3) A medical officer may require, in the case of a threat of any epidemic disease, that all employees, their wives and families be protected by vaccination or inoculation as considered necessary, and every employer shall give the medical officer all necessary assistance in carrying out the vaccination or inoculation.

40. Failure to provide for the sick.

(1) On failure by an employer to provide sufficiently for the accommodation and proper treatment of the sick or injured employee as required by these Regulations, or if it appears that no provision exists for the efficient treatment of any special case, a medical officer or an authorised officer may, at his or her discretion, order the removal of the sick or injured employee for treatment.

(2) The cost of the removal and the cost of subsequent treatment until such time as the employee's contract of service is lawfully terminated shall be borne by the employer, but payment of that cost shall not exempt the employer from liability for failure to comply with these Regulations.

41. Notification of infectious disease.

(1) Should any case of notifiable infectious disease occur among his or her employees, the employer shall, without delay, report the case to an authorised officer and to the medical officer of the district or area.

(2) It shall be the duty of a medical officer to satisfy himself or herself as to the nature of the outbreak and the adequacy of the means being

adopted for the isolation and proper care of the persons infected or likely to become infected.

(3) The employer shall cause adequate provision to be made for the isolation of all cases of notifiable infectious diseases occurring among the employees and their families under his or her control.

42. Inspection by medical officer.

A medical officer or an officer authorised by him or her, shall have access at all times to any place or premises in order to satisfy himself or herself that due or proper precautions are being taken to secure the isolation and care of persons infected or suspected to be infected.

PART V—EMPLOYMENT OF YOUNG PERSONS.

43. Records to be kept in respect of young persons employed underground.

The employer of persons who are employed underground in mines and who are less than the apparent age of eighteen years shall make available for the purpose of inspection by an authorised officer or a worker's representative, if the latter so requests, the special register kept under section 56 of the Act.

44. Medical examination of persons under twenty-one years of age employed underground.

The employer of persons under twenty-one years of age who are employed to work underground in mines shall have them thoroughly medically examined and periodically reexamined at intervals of not more than one year for fitness in that employment.

PART VI—MISCELLANEOUS.

45. Employees and their families to obey reasonable orders of employer.

Every employee, his wife and family shall obey all reasonable orders given by the employer or any responsible person authorised by him or her for the purpose of securing the observance by that employee of these Regulations.

46. Obligation of employee, etc. to observe Regulations.

Any employee, his wife or member of his family who refuses to be medically examined or who neglects or refuses to obey any lawful order of a medical officer, authorised officer or personnel officer or who fails to comply with any of the aforesaid regulations or any order under them, shall be deemed to have contravened these Regulations.

47. Restriction on entry into premises occupied by employees.

(1) No person other than an employee shall enter any premises, building, dwelling or place used or occupied by employees except with the permission of the employer or a person duly authorised by him or her for that purpose.

(2) This regulation shall not apply to the employer and his or her duly authorised agents and servants or to any person empowered by these Regulations to enter any premises, building, dwelling or place used or occupied by employees.

48. Joint and several liability of employer and his or her agents, servants, etc.

Any employer shall be answerable for the acts or omissions of any partner, agent or servant, other than an employee as defined by the Act, insofar as they concern the occupation of the employer, and if the partner, agent or servant commits any act or makes any omission which is an offence under any of these Regulations or which would be an offence if committed or made by the employer, the employer and his or her partner, agent or servant shall be jointly and severally liable to the penalties provided by these Regulations.

49. Offences and penalties.

(1) Any person who contravenes or fails to comply with these Regulations or any order or direction made or given under them commits an offence under these Regulations.

(2) Any person who contravenes any provision of these Regulations is liable on conviction to imprisonment for a period not exceeding one month or to a fine not exceeding two thousand shillings or to both.

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SCHEDULES

First Schedule.

reg. 3(2).

Forms.

Form A.

Recruiting Permit.¹

Labour Commissioner's Office.

The Employment Act and the Employment Regulations.

No. _____, 20 _____

Permission is granted to _____ to exercise the calling of a recruiter on behalf of _____ for a period of _____ commencing on the _____ day of _____, 20____, and terminating on the _____ day of _____, 20____, in the district of _____ subject to such restrictions as to areas as the labour commissioner may impose.

This permit is available for the recruitment of employees and is issued subject to the provisions of the Employment Act and Regulations under the Act.

Labour Commissioner/Authorised Officer

¹ This permit is issued subject to the general or special conditions endorsed on the reverse side.

reg. 5.

Form B.

Bond.

The Employment Act and the Employment Regulations.

Know all men by these presents that we, _____ (*recruiter*)
and _____ (*surety*), bind ourselves to the
Government of Uganda for the payment to the Government of the sum of five
shillings.

Sealed with our seal, this _____ day of _____, 20 _____

The above written obligation is conditioned to be void, should
_____ (*recruiter*) during the whole period
for which Recruiting Permit No. _____ is in force and during any
lawful renewals of that permit and for a further period of six months from the
expiration of the permit or renewal duly observe and carry out all the
conditions of the permit and observe and carry out all the provisions of the
Employment Act and all rules, regulations, notices or orders made under it.

Signed, sealed and delivered by:

Recruiter (above-named)

Surety (above-named)

In the presence of:

Form C.
Contracts of Service.
The Employment Act and the Employment Regulations.

This Agreement is made this _____ day of _____, 20 _____,
between _____ (hereafter called
the employer) of the one part and the persons whose names appear in the
Schedule to this contract (hereafter called the employees) of the other part.

Whereas it is agreed as follows—

1. Each of the employees voluntarily contracts with the employer to serve the employer at _____ in the capacity of _____ and on such work as shall be severally allotted to them for a period of _____ months or until this agreement is terminated in accordance with the Employment Act.
2. The period of engagement shall commence on the date when the employees leave the place of recruitment for service with the employer.
3. The employer contracts with each of the employees that he or she will during the period aforesaid make to each of the employees the undermentioned payment and allowances—
 - (a) rate of wages _____ shillings (per month/week/day) payable monthly/weekly/daily;
 - (b) an advance of wages up to the amount of _____ shillings payable within _____ of their employment.
4. If any employee's graduated tax for the current year has not already been paid, the employer shall pay it to the Government or administration to which it is payable, and the amount shall be recovered from the employee's wages.
5. The employer shall report all deaths, desertions or other casualties to the labour commissioner and shall remit any monies due to the deceased employees to the labour commissioner for payment to the person or persons entitled to the monies.
6. The employer binds himself or herself to look after the welfare and well-being of the employees in accordance with the provisions of the Act

and the Regulations made under it.

7. Each employee agrees with the employer to serve him or her according to the conditions of this contract and the provisions of the Act and the Regulations made under it.

In witness whereof the employer has hereunto set his or her hand the day and year first-mentioned in this agreement.

Dated at _____ this _____ day of _____, 20 _____

Signature of Employer

The above-named parties signed or set their hands or marks to this agreement in my presence, the agreement being assented to by them upon it being read over to them and interpreted and explained to them in my presence, and I attest under my hand that the agreement was entered into voluntarily by them with full understanding of its meaning and effect.

Date

Magistrate/Authorised Officer

reg. 29.

Form D.
Medical Certificate.

The Employment Act and the Employment Regulations.

I certify that I have this day medically examined the employee(s) named in the Schedule to this certificate and have found him (*or* them) free from infectious or contagious diseases, and medically fit to proceed to _____ for work as specified opposite his/their name(s) and number(s).

He has (*or* they have) been immunised by inoculation/vaccination from _____.

Date

Medical Officer

Second Schedule.

reg. 37(1).

Drugs and medical equipment to be maintained by certain employers.

Part A.

Drugs and equipment to be maintained for between 40 to 100 employees.

*The consumable items only to be repeated with each
100 employees up to 500.*

All containers must be clearly labelled.

- | | | |
|-----|--|-------------|
| 1. | Aspirin | 200 tablets |
| 2. | Quinine, totaquinine, mepacrine or paludrine | 200 tablets |
| 3. | Epsom or glauber salts | 2.5 kg. |
| 4. | Cough mixture (approved by a Government medical officer) | 2 litres |
| 5. | Acriflavine (1/1000) | ½ litre |
| 6. | Castor oil (for eye drops) | 60 ml. |
| 7. | Common salt (for gargles, etc.) | 1 kg. |
| 8. | Sulphur ointment | ½ kg. |
| 9. | Lint (white) | ½ kg. |
| 10. | Cotton wool | ½ kg. |

11.	Bandages (roller)	1 doz. (or equivalent in americani)
12.	Bandages (triangular)	6
13.	Elastoplast or equivalent, 7.5 cm.	1 roll
14.	Safety pins (assorted)	12
15.	Scissors	1 pair
16.	Table spoon	1
17.	Forceps (dissecting or dressing)	1 pair
18.	Lotion bowl or dish	1
19.	Medicine measure (30 ml.)	1
20.	Tumbler or mug	1
21.	A receptacle for storing clean water (minimum capacity 4 gallons)	1

Part B.

*Minimum drugs and equipment which may be required for
less than 40 employees.*

1.	Bandages (roller) 2.5 cm.	6
2.	Bandages (roller) 7.5 cm.	6
3.	Lint (white)	½ kg.
4.	Cotton wool	½ kg.
5.	Bandages (triangular)	3
6.	Elastoplast or equivalent, 7.5 cm.	1 roll
7.	Acriflavine (1/1000)	½ litre
8.	Castor oil (for eye drops)	60 ml.
9.	Scissors	1 pair
10.	Safety pins (large)	6
11.	Lotion bowl or dish	1
12.	Tumbler or mug	1
13.	A receptacle for storing clean water (minimum capacity 1 gallon)	1

Third Schedule.

s. 4(2) of the Act.

Identity Card.
The Employment Act.

Form.

Serial No. _____

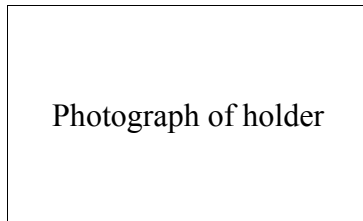
MINISTRY RESPONSIBLE
FOR LABOUR

Coat of Arms

This is to certify that

THE REPUBLIC OF UGANDA

IDENTITY CARD
(Section 4(2) of the Employment Act.)



Photograph of holder

(name)
Designation _____

is an authorised officer for the
purposes of the Employment Act
and Employment Regulations.

Labour Commissioner

Signature of Holder

Date

History: S.I. 41/1977.

Cross References

Medical and Dental Practitioners Act, Cap. 272.

Nurses and Midwives Act, Cap. 274.

Public Health Act, Cap 281.