



## **WARRIB-CARE PHARMACY EMPLOYMENT CONTRACT**

This Employment Contract is made on the (insert date) .....

Between:

Employer:

WarribCare Pharmacy  
Nyanama Benco, Kampala

Employee:

Full Name: \_\_\_\_\_

Address: \_\_\_\_\_

National ID/NIN No: \_\_\_\_\_

Position:.....

### **1. Position and Duties**

The Employer agrees to employ the Employee in the position of

.....The Employee agrees to diligently perform all duties and responsibilities assigned by the Employer in compliance with applicable laws, professional standards, and pharmacy regulations.

### **2. Commencement Date**

The Employee's employment shall commence on .....

### **3. Place of Work**

The Employee will primarily work at WarribCare Pharmacy, Nyanama Benco, Kampala, but may be required to work at other locations as reasonably directed by the Employer.

### **4. Working Hours**

The Employee shall work in accordance with a roster set by the Employer. Standard shifts will be scheduled between 07:00 a.m. to 6:00pm and 5:30pm to 12:00 midnight, in compliance with Uganda's labor laws regarding working hours and rest days. The Employer reserves the right to vary, amend, or adjust the Employee's working hours and roster as deemed fit, provided such changes remain in compliance with Uganda's labor laws regarding working hours and rest days.

### **5. Remuneration**

The Employee shall receive a monthly salary of **UGX** .....payable at the end/ beginning of each month. This amount includes all applicable allowances unless otherwise stated in writing. The Employee shall work ....days a week.

## **6. Probation Period**

The Employee shall undergo a probationary period of two 6 months, during which either party may terminate this contract with 7 days' written notice. During probation, the Employee shall not be entitled to annual or sick leave while on probation.

## **7. Leave Entitlement**

Upon successful completion of probation, the Employee shall be entitled to:

- Annual Leave: Twenty-one (21) working days of paid annual leave per calendar year.
- Sick Leave: Thirty (30) days of paid sick leave per calendar year, subject to medical certification.

These entitlements shall be in accordance with the Employment Act,2006 of Uganda.

## **8. Confidentiality**

The Employee shall maintain strict confidentiality regarding all pharmacy records, patient information, trade secrets, and other sensitive data during and after employment. Breach of confidentiality shall constitute grounds for immediate termination.

## **9. Termination of Employment**

This contract may be terminated by either party with one (1) week written notice or payment in lieu thereof. Grounds for immediate termination include, but are not limited to:

- Gross misconduct
- Breach of confidentiality
- Violation of pharmacy regulations or applicable laws

## **10. Dispute Resolution**

Any disputes arising under this contract shall be resolved in accordance with the laws of Uganda and may be referred to labor arbitration or the courts as appropriate.

## **11. Entire Agreement**

This contract constitutes the entire agreement between the Employer and the Employee and supersedes any prior agreements, whether written oral.

Signatures

Employer:

Signature: \_\_\_\_\_

Name: Ocaka Con Ronald Onena

Title: Pharmacy Manager

Date: \_\_\_\_\_

Employee:

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: \_\_\_\_\_

