

Billy Oloo

Associate



Billy Oloo is an Associate in our Dispute Resolution practice.

About Billy

Billy joined Cliffe Dekker Hofmeyr as a Trainee Advocate in 2023. He received training in Environmental Law, Corporate & Commercial, Employment, Finance & Banking Law, Real Estate, and Tax & Exchange Control sectors. Billy was retained as an Associate in July 2024 in the Dispute Resolution practice.

Credentials

Education

- LLB (Second Class Upper Honors), Moi University, School of Law
- Post Graduate Diploma, Kenya School of Law

Memberships

- Law Society of Kenya

Experience

- Assisted a global logistics company in responding to KRA to reach a settlement/resolution regarding an alleged outstanding tax debt of more than KES 15 million.
- Assisted in advising a global investment company on a standard structure to optimize tax liability and administrative costs, while ensuring compliance in Kenya and Uganda, and advice on how to structure an ESOP for its employees in the Kenyan entity to minimize tax liability.
- Assisting in advising an independent, owner-managed fund management business for the sale of 100% of the issued share capital of a global logistics company in both the UK and Kenya. This entailed assisting in negotiating and drafting the commercial agreements which included the share purchase agreements, share subscription agreements and the shareholders agreements.
- Assisted in advising a Mauritian energy holding company on the applicability of capital gains tax on an on- sale transaction as part of acquisition of a Kenyan target.

Contact Billy

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[Billy on LinkedIn](#)

Expertise

[Dispute Resolution](#)

Location

Nairobi

Language

English

Swahili

- Assisted in advising a consumer products company in Kenya on product liability and the best way to structure its employment contracts.
- Assisted in advising and representing a manager of a large company in Kenya on a constructive dismissal claim.
- Assisting in advising a continental media company on how to convert some of its full-time employee contracts to project-based consultancy agreements.
- Assisted in developing template loan agreement with income participation and loan agreement with equity component for a Kenyan investment company.
- Assisting an international non-profit environmental organization in researching, analysing, and drafting a policy, legal and regulatory gap report on Blue Carbon ecosystems in Kenya, by determining the best practices that Kenya can replicate in its Blue Carbon policy and legal framework from other jurisdictions.

News

[Should Kenya adopt statutory adjudication for construction disputes?](#)

Africa's growing infrastructure is a critical and transformative development that has the potential to drive the continent's economic and social progress, with significant investments in key sectors such as transportation, energy, housing, water supply and telecommunications driving this growth. The construction industry is therefore crucial to Africa's economic and infrastructural development. However, some of the biggest challenges Africa's construction industry faces are project overruns and contractor distress caused by inefficient management of construction disputes, particularly those related to cash flow and payments.

[The legitimacy of soft skills evaluation as grounds for termination of employment](#)

On 30 September 2024, the Employment and Labour Relations Court rendered a judgment in *Daniel Kang'ethe Mbugua v Smart Applications International Limited* (Employment and Labour Relations Courts Cause No. 359 of 2019), affirming that the claimant's termination of employment was fair, based on concerns regarding his soft skills. This article discusses the judgment, while offering practical guidance to employers to ensure that their evaluation processes align with legal requirements and best practices.

[Decoding "internship" realities: An analysis of *Forum for Good Governance and Human Rights v TSC and Two Others*](#)

The Employment Act, CAP 226 (Employment Act) confirms in section 2 that apprentices and indentured learners are considered as employees. However, what happens when a duly trained and qualified employee is employed as an intern to otherwise perform the full duties? The recent case of *Forum for Good Governance and Human Rights v TSC and Two Others* KEELRC stood out as a beacon of clarity in this murky terrain.

[Tax stability and predictability for economic sustainability](#)

Prior to deciding to introduce or redomicile a business in any country, an investor must always consider how favourable, stable, and predictable the country's tax system is. The primary rationale for this is the need for certainty and guarantee regarding the future sustainability of investment in the host country. This predictability ensures that the investor can plan for their business, which includes planning ahead for tax liabilities and allocating resources appropriately and efficiently. On the other hand, a tax regime that is unstable and unpredictable has the opposite effect, that is, it hinders an investor's power to consciously make investment decisions, which would ultimately be a deterrent, leading to capital flight and reduced economic activity. Foreign direct investment (FDI) is particularly sensitive to tax stability and predictability, as investors weigh the risks associated with potential changes in tax laws. Countries with consistent and transparent tax regimes are more likely to attract FDI, contributing to economic development and job creation.

[Sealing the loopholes? An analysis of the Affordable Housing Bill, 2023](#)

The High Court of Kenya, in its decision of 28 November 2023 in *Okiya Omtatah Okoiti and 51 Others V The Cabinet Secretary for the National Treasury and Planning and 6 Others*, Constitutional Petition No. E181 of 2023 (Consolidated), held that the housing levy as framed in Finance Act, 2023 (Finance Act) was unconstitutional. Consequently, the Government gazetted the Affordable Housing Bill, 2023 (Bill) on 7 December 2023 as an attempt to cure the issues that were raised by the High Court in its decision. This alert analyses the Bill vis-à-vis the issues that were identified by the High Court.

[All news by Billy Oloo →](#)