EMPLOYEE & INDUSTRIAL RELATIONS
TRAINING COURSE

"The worker is the most valuable commodity of all." - John L. Lewis

This course provides employees with an understanding of their rights and responsibilities in industrial relations. It covers topics such as collective bargaining, job security, redundancy, performance management, grievance and dispute resolution and discrimination laws. You will gain insights into the dynamics of industrial relations and how to create a positive work environment. Participants will acquire important communication and negotiation skills, as well as learn to solve disputes without the need for legal action. Through interactive activities, role play and discussion, you will be equipped to handle complex workplace issues, helping to build strong relationships between employers and employees.

Key Course Content:
- Describe the key stages in union recognition
- Advise on and apply the law in respect of industrial action and other key aspects of employee relations
- Articulate clearly statutory and legislative requirements
- Implement your organisation's relevant policies and procedures
- Discuss what to do when you're not sure of what to do
- Provide clear advice in industrial and employee relations matters
- Clarify reporting structures for different levels of breaches
- Promote a culture of transparency, trust and harmony in the workplace
- Work with employees to resolve personal grievances
- Practice negotiating in selected scenarios

Target Audience:
The course can be tailored for the specific cohort whether it be the leadership team, another group of managers/team leaders or employees.

Duration:
This course is available as a 1-day course or a truncated half-day course.

Delivery:
This course can be delivered both in-person or virtually. For virtual delivery, we can use our virtual platforms or your organisations.

Group Size:
We recommend a group size of 4-10 people.