

MASTERING KENYA LABOUR LAWS & EMPLOYEE RELATIONS TRAINING

Date	Time	Duration	Venue	CPD	Cost (Incl. VAT)
1st - 6th Dec, 2025	8:00 AM-4:00 PM	6 Day(s)	Blooming Suites, Naivasha	6	81,200.00

Course Overview

This six-day workshop equips HR professionals, legal advisors, and industrial relations officers with comprehensive legal knowledge and practical skills to manage employee relations and disciplinary processes effectively. Drawing from Kenya's Employment Act, Labor Relations Act, PSC standards, and ILO conventions, participants will master both disciplinary and non-disciplinary termination procedures, grievance handling, performance management, and union engagement. The program also builds strategic competence in conducting disciplinary hearings, applying rules of evidence, and fostering ethical workplace cultures. Through simulations, role-plays, and policy audits, attendees will gain confidence to lead fair, lawful, and transparent HR practices that build trust and reduce risk.

Course Objectives

By the end of this program, participants will be able to;

- Interpret and apply Kenya's core labor laws and PSC standards.
- Conduct lawful disciplinary hearings using structured frameworks and rules of evidence.
- Manage non-disciplinary exits such as redundancy, resignation, and medical separation.
- Resolve grievances and negotiate with unions professionally and ethically.
- Audit HR policies for legal, constitutional, and procedural compliance.
- Foster a workplace culture grounded in fairness, accountability, and trust.

Target Groups

This training is suitable to a wide range of professionals but will greatly benefit;

- HR Officers and Employee Relations Specialists
- Line Managers and Supervisors
- Industrial Relations Officers
- Organizational Development Practitioners
- Union Liaison Officers
- Legal and Compliance Advisors



CHRP. Den PN Gathitu

Secretary General

Academy of Certified Human Resource Professionals