

## ADVANCED LABOR LAW & EMPLOYEE RELATIONS TRAINING

Date	Time	Duration	Venue	CPD	Cost (EXcl. VAT)
12th - 17th Oct, 2026	8:30 AM-4:00 PM	6 Day(s)	Blooming Suites, Naivasha	6	65,000.00

### Course Overview

This programme provides an advanced, practice oriented exploration of Kenya's labour law framework and the strategic management of employee relations. It equips HR professionals, legal practitioners, and organizational leaders with the legal precision, procedural fairness, and governance competencies required to manage the full employment lifecycle. Participants examine statutory obligations, disciplinary processes, termination procedures, industrial relations, collective bargaining, and judicial guidance from the Employment and Labour Relations Court (ELRC). The course integrates legal interpretation with practical casework to strengthen compliance, reduce litigation risk, and enhance workplace governance.

### Course Objectives

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

- Interpret and apply Kenya's core labour statutes within a corporate context.
- Conduct disciplinary processes that meet both statutory and constitutional thresholds.
- Manage evidence, documentation, and hearings in strict alignment with ELRC jurisprudence.
- Execute lawful termination procedures across both disciplinary and non disciplinary scenarios.
- Manage poor performance cases using structured, legally compliant Performance Improvement Plans (PIPs).
- Navigate industrial relations, union engagement, and collective bargaining frameworks effectively.
- Apply ILO conventions and international labour standards to local workplace policies.
- Strengthen organizational compliance and develop a proactive employee relations strategy.

### Target Groups

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

- Union Liaisons and Industrial Relations Practitioners
- Policy Makers and Organizational Leaders
- Employee Relations Specialists
- Labor Relations Officers and Compliance Leads
- HR Professionals and Legal Advisors

*Den PN Gathitu*

**CHRP. Den PN Gathitu**

**Secretary General**

**Academy of Certified Human Resource Professionals**