Employment Termination and Redundancy Law Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Employment Termination and Redundancy Law has become a critical area for HR professionals, legal practitioners, compliance officers, labor consultants, trade union leaders, and business executives seeking to ensure lawful separation processes, minimize litigation risks, protect organizational reputation, and maintain employee relations. This intensive training course provides practical and strategic insights into employment termination procedures, redundancy management, labor compliance frameworks, workplace investigations, unfair dismissal claims, severance negotiations, employee rights protection, and dispute resolution mechanisms in line with modern employment law trends and global HR best practices.

Employment Termination and Redundancy Law Training Course is designed to equip participants with advanced knowledge and practical tools for handling complex termination cases, restructuring programs, downsizing strategies, disciplinary procedures, redundancy consultations, workplace compliance audits, and labor court processes. Through interactive case studies, legal analysis, role plays, policy reviews, and real-world scenarios, participants will gain hands-on expertise in mitigating legal exposure, enhancing organizational governance, promoting ethical workforce management, and strengthening compliance with employment legislation. The program integrates emerging trends such as remote workforce termination, psychological safety, ESG compliance, diversity and inclusion obligations, digital HR transformation, employee wellbeing, and artificial intelligence in workforce management to ensure participants remain competitive and future-ready in the rapidly evolving labor market.

Programme Curriculum

Employment Termination and Redundancy Law Training Course

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Course Duration

5 Days

Course Objectives

By the end of this training course, participants will be able to:

1. Analyze modern employment termination laws and global labor compliance standards.
2. Develop legally compliant redundancy and workforce restructuring strategies.
3. Minimize unfair dismissal claims and employment litigation risks.
4. Apply best practices in disciplinary procedures and workplace investigations.
5. Design effective severance pay and employee exit management frameworks.
6. Strengthen HR governance, regulatory compliance, and legal risk management systems.
7. Manage collective redundancies, union consultations, and employee negotiations effectively.
8. Implement strategic workforce planning and organizational restructuring processes.
9. Handle remote employee termination and hybrid workplace compliance challenges.
10. Improve employee relations, conflict resolution, and workplace mediation skills.
11. Conduct legally compliant documentation, evidence management, and termination reporting.
12. Integrate ESG, diversity, equity, inclusion, and psychological safety principles into termination decisions.
13. Evaluate emerging employment law trends, AI-driven HR systems, and digital workforce transformation impacts.

Target Audience

This course is ideal for:

1. Human Resource Managers and HR Business Partners
2. Employment Law Practitioners and Legal Advisors
3. Labor Relations and Industrial Relations Officers
4. Compliance Officers and Risk Management Professionals
5. Trade Union Representatives and Employee Relations Specialists

6. Organizational Development and Change Management Professionals
7. Senior Executives, Directors, and Business Leaders
8. Government Labor Officers and Workplace Investigators

Course Modules

Module 1: Foundations of Employment Termination Law

- Principles of employment law and labor regulations
- Types of employment termination
- Lawful vs unlawful dismissal
- Employee contractual obligations and rights
- Employer legal responsibilities and compliance
- **Case Study:** Analysis of a multinational company sued for unfair termination following organizational restructuring.

Module 2: Redundancy Management and Workforce Restructuring

- Redundancy procedures and legal requirements
- Workforce downsizing strategies
- Selection criteria and fairness principles
- Severance pay calculations and compensation
- Managing organizational restructuring risks
- **Case Study:** Managing a large-scale redundancy exercise during economic recession.

Module 3: Disciplinary Procedures and Workplace Investigations

- Conducting fair disciplinary hearings
- Workplace misconduct investigations
- Evidence gathering and documentation
- Procedural fairness and natural justice
- Managing employee grievances
- **Case Study:** Handling allegations of gross misconduct and procedural fairness failures.

Module 4: Employment Litigation and Dispute Resolution

- Unfair dismissal claims management
- Labor court procedures and legal remedies
- Alternative dispute resolution mechanisms
- Workplace mediation and negotiation skills
- Legal risk mitigation strategies
- **Case Study:** Settlement negotiation following wrongful dismissal litigation.

Module 5: HR Compliance and Employment Documentation

- Drafting termination letters and redundancy notices
- Employment contracts and policy frameworks
- Compliance audits and reporting systems
- Data privacy and employee records management
- Regulatory compliance monitoring
- **Case Study:** Compliance failures resulting in financial penalties and reputational damage.

Module 6: Employee Relations and Change Management

- Communication strategies during termination
- Employee engagement during restructuring
- Managing workplace morale and productivity
- Psychological safety and employee wellbeing
- Crisis communication management
- **Case Study:** Managing employee resistance during organizational transformation.

Module 7: Emerging Trends in Employment Law

- Remote workforce termination challenges
- Hybrid workplace employment regulations
- Artificial intelligence in HR management
- ESG and diversity compliance obligations
- Future of work and labor market trends
- **Case Study:** Legal implications of terminating remote employees across jurisdictions.

Module 8: Strategic Leadership in Workforce Separation

- Executive decision-making in redundancy planning
- Ethical leadership and workforce governance
- Business continuity during restructuring
- Stakeholder management and union engagement
- Building resilient workforce transition strategies
- **Case Study:** Leadership response to mass layoffs during corporate merger integration.

Training Methodology

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

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Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com