Labour Court Procedures and Practices 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

Labour Court Procedures and Practices Training Course is designed to provide a comprehensive understanding of labour law compliance, dispute resolution mechanisms, industrial relations frameworks, employment litigation procedures, and adjudication processes. Participants will gain in-depth insights into how labour courts operate, including filing procedures, evidentiary standards, case management systems, and judicial interpretation of employment laws.

In today's rapidly evolving workplace environment, organizations face increasing challenges related to wrongful termination, wage disputes, collective bargaining conflicts, unfair labour practices, and employee grievance handling. This course equips HR professionals, legal practitioners, trade union representatives, and compliance officers with practical skills to navigate labour court systems efficiently. Through real-world case studies, procedural simulations, and legal drafting exercises, participants will develop the capability to handle labour disputes with accuracy, compliance, and strategic legal awareness.

Programme Curriculum

Labour Court Procedures and Practices Training Course

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Course Duration

5 days

Course Objectives

1. Understand labour court jurisdiction and legal framework
2. Master industrial dispute resolution procedures
3. Analyze employment law compliance requirements
4. Learn case filing and documentation standards
5. Develop skills in legal drafting for labour cases
6. Understand evidence management in labour litigation
7. Explore collective bargaining dispute handling
8. Study unfair labour practice adjudication
9. Gain knowledge of appeals and review procedures
10. Understand conciliation and arbitration mechanisms
11. Apply judicial precedents in labour law cases
12. Strengthen HR legal compliance and risk management
13. Build expertise in workplace conflict resolution strategies

Target Audience

1. HR Managers and HR Business Partners
2. Labour Law Practitioners and Lawyers
3. Industrial Relations Officers
4. Trade Union Leaders and Representatives
5. Compliance and Legal Officers
6. Government Labour Inspectors
7. Corporate Legal Advisors
8. Payroll and Employee Relations Specialists

Course Modules

Module 1: Introduction to Labour Courts & Jurisdiction

- Structure of labour courts and tribunals
- Jurisdiction and powers of adjudication
- Overview of labour legislation framework
- Filing procedures and court hierarchy
- **Case Study:** Wrongful termination dispute escalation in a manufacturing firm

Module 2: Industrial Dispute Resolution System

- Types of industrial disputes
- Role of conciliation officers

- Arbitration vs adjudication
- Settlement mechanisms
- **Case Study:** Collective bargaining breakdown in a transport company

Module 3: Case Filing & Documentation

- Drafting statements of claim
- Written statements and responses
- Submission of evidence and affidavits
- Legal documentation compliance
- **Case Study:** Improper filing leading to case dismissal

Module 4: Evidence & Proof in Labour Court

- Types of admissible evidence
- Witness examination procedures
- Documentary evidence handling
- Burden of proof principles
- **Case Study:** Wage dispute resolved through digital payroll records

Module 5: Unfair Labour Practices

- Definition and categories
- Employer vs employee misconduct cases
- Legal remedies available
- Disciplinary action procedures
- **Case Study:** Retaliatory termination due to union activity

Module 6: Appeals & Review Process

- Grounds for appeal
- Labour appellate tribunals
- Judicial review process
- Time limitations and compliance
- **Case Study:** Appeal overturning unjust dismissal ruling

Module 7: Collective Bargaining & Negotiation

- Bargaining frameworks
- Union negotiation strategies
- Settlement agreements
- Mediation techniques
- **Case Study:** Successful wage settlement negotiation in retail sector

Module 8: Compliance & Labour Law Risk Management

- Workplace compliance audits
- Legal risk identification
- HR policy alignment with labour laws
- Preventive dispute management
- **Case Study:** Compliance failure leading to corporate penalty

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- 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

Start Date	End Date	Location	Price
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:

Register Online Now

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