Labour Relations for Public Institutions 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 relations in public institutions have become increasingly complex due to dynamic workforce trends, evolving labor laws, and heightened expectations for organizational accountability. Public institutions face unique challenges in managing collective bargaining, employee engagement, and dispute resolution while maintaining operational efficiency and compliance. Labour Relations for Public Institutions Training Course is designed to equip professionals with practical strategies, legal insights, and negotiation skills to foster positive labour relations, enhance workplace productivity, and mitigate conflicts.

In an era where public sector organizations must balance transparency, equity, and performance, understanding labour relations is critical. Participants will explore contemporary case studies, analyze real-world scenarios, and acquire actionable tools for effective policy implementation, dispute management, and employee advocacy. By the end of the course, participants will be empowered to develop collaborative work environments that align institutional objectives with employee satisfaction, promoting sustainable organizational success.

Programme Curriculum

Labour Relations for Public Institutions Training Course

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5 days

Course Objectives

1. Understand the fundamentals of labour relations in public institutions.
2. Analyze current labour laws and their impact on public sector workforce management.
3. Develop strategies for effective collective bargaining and negotiation.
4. Enhance conflict resolution skills to manage workplace disputes.
5. Implement employee engagement strategies that improve morale and productivity.
6. Evaluate trends in public sector employment relations and workforce management.
7. Design policies that ensure compliance and mitigate labour risks.
8. Apply mediation and arbitration techniques for dispute resolution.
9. Foster ethical practices in labour relations management.
10. Understand the role of unions and employee associations in public institutions.
11. Integrate technology in workforce management and labour relations monitoring.
12. Build organizational capacity for proactive labour relations planning.
13. Utilize case studies to identify best practices and lessons learned in public institutions.

Target Audience

1. Human Resource Managers in public institutions
2. Labour Relations Officers
3. Union Representatives
4. Public Sector Administrators
5. Policy Makers in Government Organizations
6. Legal Advisors specializing in employment law
7. Organizational Development Professionals
8. Supervisors and Managers overseeing public employees

Course Modules

Module 1: Introduction to Labour Relations

- Overview of labour relations in public institutions
- Historical evolution of labour laws
- Key principles of collective bargaining
- Role of unions and employee associations
- **Case Study:** Public sector strike resolution

Module 2: Labour Law and Compliance

- Overview of national and regional labour laws
- Legal obligations of public institutions
- Anti-discrimination and equal opportunity regulations

- Employee rights and employer responsibilities
- **Case Study:** Legal compliance audit in a municipal government

Module 3: Collective Bargaining and Negotiation

- Principles and strategies for negotiation
- Preparing for collective bargaining sessions
- Managing bargaining impasses
- Drafting effective agreements
- **Case Study:** Successful wage negotiation in a state institution

Module 4: Conflict Management and Resolution

- Identifying sources of workplace conflict
- Mediation and arbitration techniques
- Conflict resolution frameworks
- Communication strategies for conflict management
- **Case Study:** Resolving interdepartmental disputes in a government agency

Module 5: Employee Engagement and Motivation

- Building employee satisfaction and loyalty
- Recognition and reward strategies
- Performance management integration
- Addressing workplace grievances
- **Case Study:** Employee engagement program in a public hospital

Module 6: Policy Development and Risk Management

- Crafting labour policies and procedures
- Risk assessment in labour relations
- Compliance monitoring tools
- Policy implementation challenges
- **Case Study:** Policy overhaul in a municipal council

Module 7: Technology and Labour Relations

- Digital tools for HR and labour management
- Data-driven decision-making
- Workforce analytics for public institutions
- Monitoring employee performance and engagement
- **Case Study:** Implementing HR software in a government agency

Module 8: Best Practices and Lessons Learned

- Benchmarking labour relations success stories
- Case studies of public sector conflict resolution
- Strategies for sustainable labour relations
- Continuous improvement frameworks
- **Case Study:** Lessons from national public institution reforms

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
23 Nov 2026	27 Nov 2026	Physical	$3,000

Start Date	End Date	Location	Price
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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