

KENYA LABOUR LAWS AND COMPLIANCE TRAINING

When: 24th & 25th October 2024 (8:30am - 5:00pm)

Where: The Clarion Hotel, Nairobi.

For; HR and Admin Specialists, Employment Relations Specialists, Employee Representatives, MD's / CEOs, Owners of small and medium sized businesses, Managers and Supervisory staff, Finance Seniors/Executives, Company Secretaries...

Come with your questions ready, preferably, written down. Take advantage of the available FREE consultation on a topic to topic basis as the training unfolds.

Law is dynamic. Employees are more sophisticated today than they were a few years ago. Employers have found themselves in hustling with contingent claims that they were unaware of. They say, ignorance of the law is no defense, and Kenya is proving to be no exception. Labour law is an important course for any person in the world because, at any time in the modern world, a person is either an employer or an employee.

This seminar provides a comprehensive overview of the legal landscape in relation to the world of work in Kenya. You will hear about the employment law framework, the latest case laws, and key cultural issues that every manager/team leader responsible for staff in this country must know about. Key areas of the program include the background of Kenyan employment legislation, unfair dismissal, basic employment conditions, whistleblowing, discrimination, dispute resolution, etc. Keeping abreast of the issues helps you steer your organization away from litigation and potential financial penalties.

By the end of the training, you'll be able to:

- Gain a clear understanding of the legal framework in Kenya
- Address the current issues facing HR
- Plan for future legislative changes
- Learn how to advise colleagues on vital aspects of Employment Law governing Kenya
- Get all your questions on Kenya Employment Law answered by legal experts.
- Implement best labour practices.

WHAT YOU'LL COVER;

INTRODUCTION

- Kenya Employment Law in context
- Legal system and employment legislation
- Employment And Labour Relations Act

FUNDAMENTAL RIGHTS AND PROTECTIONS

- Child Labour
- Forced Labour
- Discrimination
- Freedom of Association

EMPLOYMENT STANDARDS

- Contracts with employees
- Written statement of particulars
- Informing employees of their rights
- Hours of Work
- Remuneration (Payment of remuneration, deductions and other acts concerning remuneration)
- Leave (Annual, Sick, Maternity, Paternity and other forms of leave)
- Unfair Termination of Employment
- Other Incidents of Termination

ORGANIZATIONAL RIGHTS

TRADE UNIONS

INDUSTRIAL RELATIONS IN KENYA: STRIKES AND LOCKOUTS

- Introduction to Strikes and Lockout: Meaning, right and restriction to strike and lockout
- Procedures for engaging in a Lawful Strike
- Procedures for engaging in a Lawful Lockout

DISPUTE RESOLUTION

- Mediation
- Arbitration
- Adjudication
- The Labour Court and the adjudication process; composition, powers and functions
- Other Institutions for implementation of the employment standards

And much more!

LEARNING EXPERIENCE;

- PowerPoint presentations.
- Group work.
- Participant's workshop presentations.
- Case studies.

Charges: Your investment for the 2 days comprehensive training is Ksh 35,000 Plus VAT per person, to cater for facilitation, training materials, writing materials, buffet lunch with a soft drink, water, tea/coffee, snacks and certification.

DISCOUNTS: Take advantage

- For every 3 people booking from the same organization, you get a 4th FREE slot.
- Get 10% off if you pay 7 days before the training date.

Payment Option: Payment to be made via cheque deposit, bank transfer or Mpesa Paybill (to be provided) by end of training.

This is a NITA approved training. Participating organizations can claim reimbursement of training fees in accordance with NITA rules and regulations.

How to register

For inquiries and reservation please get in touch with Mary on

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or call +254 723 130 137/ WhatsApp +254 729 958 590.