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IHRM: C00259 NITA: NITA/TRN/1234

THE EMPLOYMENT ACT & ITS PRACTICAL APPLICATIONS TRAINING

Date	Time	Duration	Venue	CPD	Cost (EXcl. VAT)
20th May, 2023	08:30 AM-11:30 AM	3 Hour(s)	Webinar, Zoom	1	1,500.00

Course Overview

The Employment Act, 2007 began on 2nd June 2008. It is Kenya's main labor law that seeks to provide for the basic terms and working conditions for employees. It also looks to ensure reasonable employment standards while balancing businesses' needs to stay competitive. A good understanding of the Employment Act will result in positive Employee Engagement and build Industrial Relations harmony by minimizing disputes between Employers and Employees or Union. As such, it shapes the responsibilities and relationship between Employers and Employees.
During the webinar, participants will be able to differentiate Contract of Service and Contract for Service, Termination and Dismissal, to identify when an employment contract is broken, to handle no show cases for recruitment, as well as the legal requirements for public holidays, sick leaves, annual leave and maternity leave.
The trainer will also cover on the Legal Notice No. 28 which came into effect on 14th March 2014.

Course Objectives

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

- Acquire a better understanding of the Employment Act and Changes to the Employment Act.
- Establish the coverage of the Employment Act.
- Establish the essential clauses and illegal terms of Contract of Service.
- Identify the difference between Contract of Service and Contract for Service.
- Establish the legal contractual age in Contract of service.
- Identify when an employment contract is broken?
- Handle no show case for recruitment.
- Know whether the Sick Leave, Annual Leave can be used to offset the notice period.
- Know whether an employee resignation can be rejected.
- Define Misconduct.
- Identify the difference between Termination and Dismissal.
- Know that Contract of service can or cannot restrict rights of employees to join, participate in or organize trade unions.
- Establish whether the change of Employer breaks the continuity of the period of employment.
- Know the requirements for salary period and time of payment.
- Identify authorized and unauthorized deduction of salary.
- Know the requirement of Rest Day and payment or work on Rest Day.
- Establish the Working Hours and its limit.
- Identify the legal requirements for Public Holidays, Sick Leave and Annual Leave.
- Know the Restriction on employment of children and young persons.
- Establish the Maternity Leave Entitlement
- Know what the changes to the Employment Act are.

Target Groups

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

- Human Resource Managers
- Legal advisors and compliance officers.
- HR Officers
- HR Executives

Video Link(s)

Module Title	Video Link
The Employment Act & Its Practical Applications	https://www.youtube.com/watch?v=TAC5yV8GtPE



CHRP. Den PN Gathitu
Secretary General
Academy of Certified Human Resource Professionals