Industrial Relations in the Public Sector Training Curse

Professional Development Training Course Outline

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

Course Introduction

Industrial relations in the public sector have become a strategic priority in today’s rapidly evolving governance and workforce environment. Public institutions are facing increasing pressure to maintain organizational productivity, workforce stability, employee engagement, regulatory compliance, and service excellence while adapting to digital transformation, labor reforms, and economic restructuring. In modern public administration, industrial harmony is closely linked to transparency, accountability, workplace ethics, diversity and inclusion, employee wellbeing, and strategic human capital management.

Industrial Relations in the Public Sector Training Curse is designed to equip professionals with practical knowledge, strategic negotiation skills, labor law expertise, conflict resolution techniques, and workforce engagement strategies required to manage complex employment relations in government entities and public institutions. The program integrates contemporary themes such as digital HR transformation, employment governance, union-management collaboration, workforce resilience, organizational change management, employee relations analytics, grievance handling, occupational health and safety, and public sector leadership..

Programme Curriculum

Industrial Relations in the Public Sector 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. Understand modern industrial relations frameworks in the public sector.
2. Analyze emerging trends in public sector workforce management.
3. Strengthen collective bargaining and union negotiation strategies.
4. Apply advanced labor law compliance and employment governance practices.
5. Improve employee engagement and workforce productivity.
6. Develop effective conflict resolution and dispute management techniques.
7. Implement digital HR transformation and workforce analytics solutions.
8. Enhance organizational change management and workforce resilience.
9. Promote diversity, equity, inclusion, and ethical leadership.
10. Manage grievance handling and disciplinary procedures professionally.
11. Improve occupational health, safety, and employee wellbeing initiatives.
12. Build sustainable stakeholder communication and collaboration systems.
13. Create strategic action plans for industrial harmony and institutional performance.

Target Audience

1. Human Resource Managers
2. Industrial Relations Officers
3. Public Sector Administrators
4. Trade Union Representatives
5. Government Officials and Policy Makers
6. Employee Relations Specialists
7. Labor Law and Compliance Professionals
8. Organizational Development and Workforce Planning Professionals

Course Modules

Module 1: Foundations of Industrial Relations in the Public Sector

- Evolution of industrial relations systems
- Public sector employment structures
- Roles of unions and management
- Employment governance frameworks
- Emerging labor market trends
- **Case Study:** Public sector labor reform and workforce restructuring initiative.

Module 2: Labor Laws and Regulatory Compliance

- Employment legislation and labor standards
- Public sector labor regulations
- Compliance monitoring systems
- Disciplinary and grievance procedures
- Ethical and legal workplace practices
- **Case Study:** Managing compliance challenges during public sector audits.

Module 3: Collective Bargaining and Negotiation Skills

- Principles of collective bargaining
- Strategic negotiation techniques
- Wage and compensation discussions
- Mediation and conciliation approaches
- Building collaborative labor relations
- **Case Study:** Successful union-management negotiation in a government institution.

Module 4: Conflict Resolution and Dispute Management

- Workplace conflict analysis
- Dispute prevention strategies
- Crisis communication methods
- Arbitration and mediation processes
- Restoring workplace harmony
- **Case Study:** Resolving industrial action in a public transportation authority.

Module 5: Employee Engagement and Workforce Productivity

- Employee motivation strategies
- Workforce performance management
- Employee wellbeing and resilience
- Diversity and inclusion initiatives
- Retention and talent management
- **Case Study:** Increasing employee engagement in a municipal organization.

Module 6: Digital Transformation in Industrial Relations

- HR digitalization and automation
- Workforce analytics and reporting
- AI and smart workforce management
- Digital communication platforms
- Cybersecurity and employee data privacy
- **Case Study:** Implementing digital HR systems in public administration.

Module 7: Occupational Health, Safety, and Employee Wellbeing

- Workplace health and safety standards
- Risk assessment and mitigation
- Mental health and stress management
- Emergency response planning
- Wellness and employee assistance programs

- **Case Study:** Enhancing workplace safety culture in a government agency.

Module 8: Strategic Leadership and Future Trends

- Leadership in industrial relations
- Change management strategies
- Future of work in the public sector
- Sustainable workforce planning
- Innovation and institutional excellence
- **Case Study:** Transforming labor-management relations through strategic leadership.

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
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

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