Labour Relations in Healthcare 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 healthcare institutions are pivotal for fostering a productive, compliant, and collaborative work environment. In an era where healthcare organizations face evolving regulatory landscapes, union negotiations, and workforce diversity challenges, understanding labour laws, collective bargaining, conflict resolution, and employee engagement has never been more critical. Labour Relations in Healthcare Institutions Training Course equips professionals, with actionable strategies to navigate complex labour dynamics, minimize disputes, and maintain operational efficiency while ensuring staff satisfaction and patient care excellence.

The training leverages practical insights from real-world case studies, emphasizing compliance, strategic negotiation, and proactive employee relations. Participants will gain expertise in mitigating workplace conflicts, understanding union agreements, and implementing policies that align with both organizational goals and employee rights. By integrating trending practices in healthcare labour relations, this course ensures participants develop the knowledge and skills to build resilient, fair, and sustainable workplace environments.

Programme Curriculum

Labour Relations in Healthcare Institutions Training Course

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Course Duration

5 days

Course Objectives

1. Understand the fundamentals of labour laws in healthcare institutions.
2. Master collective bargaining strategies for healthcare unions.
3. Develop skills in conflict resolution and mediation.
4. Apply employee engagement strategies to reduce turnover.
5. Implement compliance frameworks in line with healthcare regulations.
6. Analyze labour dispute case studies to derive actionable insights.
7. Identify trends in union-management relations.
8. Strengthen communication strategies for negotiation and dialogue.
9. Enhance performance management while adhering to labour agreements.
10. Build expertise in policy development for workforce management.
11. Apply change management techniques in healthcare settings.
12. Utilize data-driven HR analytics to anticipate labour challenges.
13. Cultivate a collaborative workplace culture fostering retention and morale.

Target Audience

1. HR Managers and Specialists in healthcare institutions
2. Hospital Administrators and Executive Leadership
3. Union Representatives and Labour Relations Officers
4. Compliance and Legal Professionals in healthcare
5. Department Heads and Supervisors
6. Employee Relations Consultants
7. Healthcare Policy Makers
8. Talent Acquisition and Retention Professionals

Course Modules

Module 1: Introduction to Labour Relations in Healthcare

- Overview of labour relations frameworks
- Healthcare-specific labour law requirements
- Role of unions in hospitals
- Historical perspective on healthcare workforce disputes
- Case study: Union negotiation in a large hospital

Module 2: Legal and Regulatory Compliance

- Key healthcare labour laws and statutes
- OSHA, HIPAA, and labour compliance intersections
- Penalties and legal consequences of non-compliance
- Risk mitigation strategies
- Case study: Compliance failure and legal outcomes

Module 3: Collective Bargaining Strategies

- Preparing for negotiation sessions
- Understanding union demands and priorities
- Win-win negotiation tactics
- Contract drafting and review
- Case study: Successful hospital union contract negotiation

Module 4: Conflict Resolution and Mediation

- Identifying sources of workplace conflict
- Mediation techniques for healthcare settings
- Managing disputes between staff and management
- Communication and negotiation tools
- Case study: Resolving nurse-doctor scheduling conflicts

Module 5: Employee Engagement and Retention

- Strategies for enhancing morale
- Recognition and reward systems
- Career growth opportunities in healthcare
- Managing generational workforce expectations
- Case study: Reducing staff turnover through engagement initiatives

Module 6: Policy Development and Workforce Management

- Drafting effective HR policies
- Alignment with organisational goals and compliance
- Performance appraisal and disciplinary actions
- Employee handbook creation
- Case study: Implementing a hospital-wide grievance policy

Module 7: Data-Driven Decision Making in Labour Relations

- Using HR analytics to monitor workforce trends
- Predicting conflict and turnover risks
- Key metrics for labour relations success
- Reporting and dashboards for management
- Case study: Predictive analytics preventing workforce disruption

Module 8: Change Management and Future Trends

- Managing organizational change in healthcare institutions
- Emerging trends in labour relations
- Digital transformation and its impact on staff
- Building resilient teams and adapting to policy shifts

- Case study: Transitioning to a digital HR platform in a hospital

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

Start Date	End Date	Location	Price
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:

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