

TRAINING NOTICE



THE KENYA SCHOOL OF LAW

**COURSE: MASTERING THE PRACTISE OF EMPLOYMENT LAW: TOOLS,
TECHNIQUES AND CURRENT TRENDS**

(3 LSK CPD POINT)

DATE: 22ND JUNE 2026 – 26TH JUNE 2026

VENUE: NAIVASHA

COURSE DESCRIPTION

The practice of employment law is undergoing a profound and continuous transformation, driven by rapidly evolving workplace dynamics, technological innovation, shifting regulatory frameworks, and a growing awareness among employees of their rights and protections. Traditional employment relationships are being reshaped by the rise of remote and hybrid work models, the expansion of the gig economy, and the increasing use of digital tools such as artificial intelligence in recruitment, performance management, and workplace surveillance. At the same time, employers are facing heightened expectations around workplace culture, including diversity, equity and inclusion, mental health and wellbeing, and the prevention of harassment and discrimination. These developments have significantly expanded both the scope and complexity of employment law, requiring practitioners to adopt a more agile, multidisciplinary, and forward-looking approach to remain effective and compliant.

Against this backdrop, this course is designed to equip participants with a comprehensive and practical understanding of modern employment law practice in Kenya, while situating it within regional and global trends. It goes beyond theoretical analysis to emphasize real-world application, focusing on the tools and techniques required to advise clients, structure employment relationships, manage disputes, and ensure regulatory compliance across the employment lifecycle. Through case studies, interactive discussions, and expert-led sessions, participants will develop critical skills in risk management, strategic advisory, and problem-solving, enabling them to deliver effective, solution-oriented legal and HR services in an increasingly complex and dynamic employment landscape.

TARGET AUDIENCE

- Advocates and legal practitioners specializing in labour and employment law;
- In-house counsel and legal officers handling HR and employment matters;
- Human resource professionals and HR managers;
- Industrial relations practitioners and union representatives;
- Compliance officers and risk managers;
- Company secretaries and corporate governance professionals;
- Public sector officials dealing with labour and employment issues;
- Business leaders and managers responsible for workforce management.

TRAINING FOCUS

The course will focus on the following key topics:

Kenya's Employment Law Framework: A detailed analysis of the Employment Act, Labour Relations Act, Occupational Safety and Health Act, and related statutes. The course will also examine recent jurisprudence from the Employment and Labour Relations Court and emerging judicial trends.

Employment Contracts and Workplace Policies: Drafting effective employment contracts, HR manuals, and workplace policies. Participants will explore best practices in structuring terms on remuneration, benefits, confidentiality, non-compete clauses, and disciplinary procedures.

Dispute Resolution and Litigation Strategy: Practical approaches to handling employment disputes, including internal disciplinary processes, mediation, conciliation, and litigation before courts and tribunals. Emphasis will be placed on evidence management and procedural compliance.

Termination and Redundancy Management: Legal and procedural requirements for lawful termination, redundancy processes, unfair dismissal claims, and remedies. Participants will analyze common pitfalls and risk mitigation strategies.

Emerging Workplace Trends: Examination of modern workplace developments including remote work, hybrid models, gig economy arrangements, artificial intelligence in HR, and the legal implications of digital transformation in employment relationships.

Workplace Rights and Protections: Focus on discrimination, harassment (including sexual harassment), diversity and inclusion, employee privacy, and data protection obligations in the workplace.

Employee Benefits and Compensation Structures: Understanding statutory and contractual benefits, pensions, gratuity, performance incentives, and taxation considerations affecting employment relationships.

Compliance and Risk Management: Developing internal compliance systems, conducting workplace audits, and managing regulatory risks. The role of governance, ethics, and corporate culture in employment law compliance will also be explored.

Collective Labour Relations: Engagement with trade unions, collective bargaining agreements (CBAs), industrial actions, and dispute resolution mechanisms within unionized environments.

Health, Safety, and Wellbeing in the Workplace: Legal obligations relating to occupational health and safety, employee wellbeing, and the growing focus on mental health in the workplace.

COURSE OUTCOME

By the end of the course, participants will be able to:

- Interpret and apply Kenya's employment laws within a practical and advisory context;
- Draft and review employment contracts and workplace policies effectively;
- Advise on and manage employment disputes and litigation processes;
- Navigate termination and redundancy procedures in compliance with the law;
- Address emerging employment law challenges arising from modern work environments;
- Develop compliance frameworks to mitigate employment-related risks;
- Provide strategic legal and HR guidance aligned with best practices and evolving trends.

COURSE FEE

The cost of the course is **Kes. 95,000** inclusive of VAT and registration fee (covers tuition fees, course materials, stationery, lunch and refreshments). **Non-East Africans to pay USD 1000.**

Money should be deposited in the School's account: (**Account No. 202 2029 110 ABSA Bank of Kenya, Absa Bank Kenya PLC, Plaza Branch, Nairobi, Kenya**) and the bank slip or evidence of electronic funds transfer presented to the Finance Office.

CPD POINTS

Members of the Law Society of Kenya who attend and complete the training will be entitled, on payment of **extra 1,000.00 to be awarded 3 CPD points**. Payment of this sum shall be effected **during** the training, as will be directed by the organizers of the training.

APPLICATION PROCESS

All applicants should apply through the online application platform on the KSL website;

<https://services.ksl.ac.ke/web/login> . After application, participants will receive a link to the training.

CONTACT DETAILS

For any queries, contact the course coordinator **Mr. Daniel Odhiambo** on dodhiambo@ksl.ac.ke, or cpd@ksl.ac.ke.

Website: www.ksl.ac.ke



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