

MQA
APPROVED



DATE

17 & 24

June 2024

01 & 08

July 2024



TIME

13:00 to 16:15



SCHEDULE

Mondays



DURATION

12 hours



FEES

Rs 17,000

(Special Fee for Member:
Rs15,000)



VENUE

BM-MCCI Building,
Rue du Savoir,
Ebène CyberCity, Ebène



The Essentials of Employment Relations

At the end of the workshop, participants will have an overview of the Essentials of Employment Relations.

The participants will understand the underlying concepts of the Workers' Rights Act, the Employment Relations Act, the Remuneration Regulations and other relevant legislations and regulations.



WORKSHOP

JUNE/JULY 2024



The Essentials of Employment Relations

ESSENTIALS OF THE WORKERS' RIGHTS ACT

CONTRACT OF EMPLOYMENT

Minimum age for employment, Contract of determinate and indeterminate duration, Part-time work, Atypical work and Work from home agreement.

MEASURES AGAINST DISCRIMINATION IN EMPLOYMENT

Definition of discrimination, circumstances of discrimination and promotion.

GENERAL CONDITIONS OF EMPLOYMENT

Hours of work, shift work, Meal and tea breaks, Payment of overtime, Remuneration in Specific circumstances, Restriction on deduction from workers' remuneration and Protective Order.

OTHER CONDITIONS OF EMPLOYMENT

Meal allowance, Leaves, Maternity benefits, End of year bonus, Transport of workers and Medical facilities.

TERMINATION OF EMPLOYMENT

Protection against termination of employment, Disciplinary hearing Notice, Payment of severance allowance and Reinstatement.

REDUCTION OF WORKFORCE/CLOSURE OF ENTERPRISE

Procedures to be followed in case of reduction of workforce / closing down of enterprise.

WORKFARE PROGRAMME

Objects, Payment into the Fund, Transition Unemployment benefits and Refund by Employer.

PORTABLE RETIREMENT GRATUITY FUND

Eligibility to join the Fund, Payment of contributions, Contributions for Past Services, Shortfall or Surplus of contributions, Retirement age, Payment of gratuity on retirement.

WORKERS COVERED BY PRIVATE PENSION SCHEME

Retirement Age, circumstances of retirement, Computation of gratuity on retirement, deduction from gratuity on retirement and past services.

VIOLENCE AT WORK

Definition of harassment, duty of employer to enquire into cases of violence at work and Penalty.

ESSENTIALS OF THE EMPLOYMENT RELATIONS ACT

BASIC WORKERS' RIGHTS TO FREEDOM OF ASSOCIATION

Formation and registration of trade unions, protection of trade union of workers.

COLLECTIVE BARGAINING

(Recognition, procedure agreement, Access to workplace and to information, time-off facilities, collective agreement, conciliation, mediation, arbitration and awards.

LABOUR DISPUTES

Definition of labour dispute, reporting of labour dispute and conciliation service.

STRIKES AND LOCK-OUTS

Limitation on right to strike, strike ballot, establishment of minimum service, picketing and legal effect of strike on contract of employment.

CODE OF PRACTICE FOR THE PROMOTION OF GOOD EMPLOYMENT RELATIONS

Practical guidance for harmonious employment relations, dealing with trade unions, collective bargaining, recruitment and selection, communication, and disciplinary procedures.

OTHER LEGISLATIONS:

- Remuneration Regulations
- The National Minimum Wage Act and Regulations
- The Additional Remuneration Regulations
- The Social Security Legislation.

ABOUT THE RESOURCE PERSON

Mr Laval Edley Jacques Armoogum

With more than 40 years' experience in the application of labour legislation, Edley is an insightful and results-driven facilitator who is also an IR Consultant for Business Mauritius. His fields of expertise include the application of labour legislation as well as the conduct of collective bargaining negotiations.

HRDC REFUND

Deadline for submission of G1 form to HRDC:

- Manual Application - 5 working days before the start of the programme
- Online Application - 3 working days before the start of the programme

METHODOLOGY

- Lectures
- Case Studies
- Group Discussion
- Role Plays

PROFILE OF PARTICIPANTS

- Supervisors
- Production Managers
- Line Managers
- Factory Managers
- Middle Management Staff