

Employment **ACT, 1955**

INTRODUCTION

Many employers are not familiar or unaware that The Employment Act contains certain rights for both the employer and the employee. As a result of this actions taken by employers contravene the law and they end up having to pay hefty compensation or pay fines due to non-compliance. Lack of understanding of labour laws also result in added cost to the employer and at the same time incurring time, money and legal fees when their employees take them to the Labour Court or Industrial Court

BENEFITS

Upon completion of this program, participants will be able to:

1. Be familiar with the requirements on contract of employment
2. Be familiar with the rights of both the employer and the employees on terms of employment
3. Understand the objective and coverage of the Act
4. Be Aware of the minimum provisions of the Act on Leave, O/T, Maternity Benefits and Working Hours
5. Be aware of the penalties for contravening the Act

TARGET AUDIENCE

This program is designed for Managers, Assistant Managers, Executives, and Officers involved in managing people in the work place

METHODOLOGY

This program is essentially participative and practical with lectures, exercises, Industrial Court cases, group discussions & presentations

1. The Contract Of Service	9. Application Of Term 'WAGES'
2. Types of Contracts Of Service	10. The Law On Payment Of And Deductions From Wages
3. Contract Of Service And Contract For Service	11. Application Of Benefits Under Part 12 Of The Act
4. Contractors And Principals	12. Employer's Obligations Under Part XIII
5. Understanding Definitions And Application of Key Operative Terms In The Act	13. Employment (Amendment) Act 2010
6. Termination Simpliciter	Facilitator Sajni Dharamdass
7. Employee Misconduct	
8. Wages	Duration : 2 days