

Employee relations for line managers

Equip line managers to understand what impacts the employment relationship and up-skill them to manage employee conduct and performance issues, including navigating a disciplinary hearing.

Target participant: Line Managers

In-person / online: In person | **Duration:** 3 days

Content

- Unpack laws that impact the employment relationship
- Discuss the differences between employee performance and employee conduct issues
- Outline how managers should address employee poor performance
- Discuss the terms and conditions in the employment agreement and key workplace policies
- Map the processes for formal disciplinary action
- Outline the various roles and procedures at a disciplinary hearing
- Concludes with a mock disciplinary hearing in which the participants get experience in the processes they should follow

Outcomes

Line Managers have a better understanding of the legal requirements and obligations when addressing employee performance and conduct. They also have a better grasp on employment terms and policy requirements and overall, are both more willing and more able to manage employee issues.