

Public Sector Collective Bargaining Training Course

Professional Development Training Course Outline

Category	Trade Unions	Duration	10 Days
Base Fee	\$3,000 USD	Delivery Mode	Online / On-site Hybrid

Course Introduction

Public Sector Collective Bargaining is a critical framework that governs negotiations between government institutions and public sector unions to determine wages, working conditions, benefits, and labor rights. Public Sector Collective Bargaining Training Course is designed to equip participants with deep expertise in labor relations, union negotiation strategies, dispute resolution, and public policy compliance within government systems. It integrates modern approaches such as data-driven negotiations, digital labor relations systems, stakeholder engagement frameworks, and policy-aligned bargaining models.

In today's evolving governance environment, effective collective bargaining is essential for ensuring industrial harmony, workforce productivity, equitable compensation structures, and sustainable labor governance systems. This course provides practical insights into collective agreement formulation, grievance handling mechanisms, arbitration procedures, labor law compliance, and negotiation simulations. Participants will gain hands-on exposure to real-world public sector case studies, enabling them to navigate complex bargaining environments using strategic communication, conflict resolution, and evidence-based negotiation techniques.

Programme Curriculum

Public Sector Collective Bargaining Training Course

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Course Duration

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Course Objectives

1. Master public sector labor relations frameworks
2. Understand collective bargaining agreement (CBA) structures
3. Develop advanced negotiation and mediation skills
4. Apply labor law compliance and regulatory standards
5. Strengthen union-management collaboration strategies
6. Analyze wage determination and compensation models
7. Manage industrial disputes and conflict resolution systems
8. Build expertise in grievance handling mechanisms
9. Evaluate public policy impact on labor negotiations
10. Implement arbitration and conciliation procedures
11. Enhance stakeholder engagement and communication strategies
12. Utilize data-driven bargaining and workforce analytics
13. Design sustainable public sector labor agreements

Target Audience

- Government HR officers and labor relations managers
- Public sector union leaders and representatives
- Policy makers and administrative officers
- Legal practitioners in labor and employment law
- Public administration consultants
- Industrial relations officers
- Workforce planning and compensation analysts
- NGO professionals in labor rights advocacy

Course Modules

Module 1: Foundations of Public Sector Collective Bargaining

- Concepts of collective bargaining in government
- Historical evolution of labor relations
- Key stakeholders in bargaining systems
- Legal frameworks and governance structures
- Case Study: Public hospital wage negotiation dispute resolution

Module 2: Labor Laws and Regulatory Frameworks

- National and international labor standards
- Public sector employment regulations
- Compliance mechanisms
- Rights and obligations of unions
- Case Study: Government teacher strike legal settlement

Module 3: Union Structures and Governance

- Types of public sector unions
- Union leadership roles
- Membership dynamics
- Decision-making processes
- Case Study: Transport workers union restructuring

Module 4: Negotiation Strategies and Techniques

- Principled negotiation methods
- BATNA in public sector context
- Win-win bargaining models
- Tactical negotiation planning
- Case Study: Civil service salary adjustment negotiations

Module 5: Collective Bargaining Agreement (CBA) Design

- Components of CBAs
- Drafting legal agreements
- Implementation frameworks
- Monitoring compliance
- Case Study: National police service agreement reform

Module 6: Conflict Resolution and Mediation

- Types of labor conflicts
- Mediation techniques
- Role of third-party arbitrators
- De-escalation strategies
- Case Study: Municipal workers strike mediation

Module 7: Industrial Relations Systems

- Structures of industrial relations
- Role of government agencies
- Tripartite negotiation systems
- Policy integration
- Case Study: Public utility labor dispute settlement

Module 8: Wage Setting and Compensation Systems

- Salary structures in public sector
- Pay equity frameworks
- Inflation adjustments
- Benefits and allowances systems

- Case Study: Teacher salary harmonization reform

Module 9: Grievance Handling Mechanisms

- Complaint filing systems
- Internal dispute resolution
- Escalation procedures
- Documentation standards
- Case Study: Healthcare workers grievance resolution

Module 10: Arbitration and Legal Adjudication

- Arbitration processes
- Legal enforceability of awards
- Role of labor courts
- Evidence presentation
- Case Study: National rail workers arbitration ruling

Module 11: Stakeholder Engagement Strategies

- Multi-stakeholder communication
- Government-union dialogue systems
- Public communication management
- Trust-building frameworks
- Case Study: Education sector reform consultation process

Module 12: Data-Driven Labor Negotiation

- Workforce analytics tools
- Compensation benchmarking
- Predictive labor modeling
- Digital negotiation dashboards
- Case Study: Digital payroll reform in public service

Module 13: Policy and Governance Integration

- Policy alignment in bargaining
- Fiscal sustainability considerations
- Governance accountability
- Institutional reforms
- Case Study: Public sector pension restructuring

Module 14: Crisis Management in Labor Disputes

- Strike management strategies
- Emergency service continuity
- Risk mitigation planning
- Communication during crises
- Case Study: National healthcare strike intervention

Module 15: Future Trends in Collective Bargaining

- Digital labor relations systems

- AI in negotiation support
- Remote bargaining platforms
- Future workforce dynamics
- Case Study: Virtual bargaining during pandemic era

Training Methodology

- 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.com 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

- The participant must be conversant with English.
- Upon completion of training the participant will be issued with an Authorized Training Certificate
- Course duration is flexible and the contents can be modified to fit any number of days.
- The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.
- One-year post-training support Consultation and Coaching provided after the course.
- 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
07 Sep 2026	18 Sep 2026	Online	\$3,000

Start Date	End Date	Location	Price
14 Sep 2026	25 Sep 2026	Online	\$3,000
21 Sep 2026	02 Oct 2026	Online	\$3,000
28 Sep 2026	09 Oct 2026	Online	\$3,000
05 Oct 2026	16 Oct 2026	Online	\$3,000
12 Oct 2026	23 Oct 2026	Online	\$3,000
19 Oct 2026	30 Oct 2026	Online	\$3,000
26 Oct 2026	06 Nov 2026	Online	\$3,000

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