



HUMAN RESOURCES TRAINING

Industrial Relations and Collective Bargaining

3 day course

Classroom, online or in-house

Course overview

Collective bargaining is where the employment relationship is either stabilised for a period or broken, and organisations that treat it as an annual argument about a percentage tend to get exactly that. This course covers the wider discipline. Delegates work through the legal framework governing organisational rights, recognition and bargaining, the bargaining unit and the levels at which negotiation happens, and preparation including the mandate, the costing and the concession plan. Negotiation at the table is practised. Deadlock, conciliation and the lawful strike and lockout procedures are covered in full. The course closes on agreement drafting and implementation, and on the relationship between rounds, which is where most of the work actually is.

What you will learn

- Apply the legal framework on organisational rights and recognition
- Define a bargaining unit and choose the level of negotiation
- Prepare a mandate, cost proposals and plan concessions
- Negotiate effectively at the table
- Handle deadlock and conciliation correctly
- Manage a lawful strike or lockout and its aftermath
- Draft, implement and live with a collective agreement

Who should attend

- Industrial and employee relations practitioners
- Human resources managers and business partners
- Line managers in unionised environments
- Union officials and shop stewards
- Executives who set the bargaining mandate

Course outline

- 01 An annual argument against a managed relationship
- 02 Legal framework, organisational rights and recognition
- 03 Bargaining units and levels
- 04 Preparation, mandate and costing
- 05 Negotiation at the table
- 06 Deadlock and conciliation
- 07 Lawful strikes, lockouts and their aftermath
- 08 Agreement drafting, implementation and between rounds

Upcoming dates

Dates	Venue	Format	Fee per delegate
21 to 23 September 2026	Nairobi, Kenya	Classroom	USD 995
14 to 16 December 2026	Durban, South Africa	Classroom	R14,950
20 to 22 January 2027	Online	Online	R6,500
17 to 19 February 2027	Harare, Zimbabwe	Classroom	USD 995



Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriscience.co.za, or WhatsApp us on **+27 63 479 1136**.

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