



HUMAN RESOURCES TRAINING

Risk Management for Human Resources

3 day course

Classroom, online or in-house

Course overview

The people function carries risks that rarely appear on a corporate risk register until one of them materialises as a dismissal award, a strike or a data protection penalty. This course makes them explicit. Delegates work through employment and labour law exposure, the risks concentrated in recruitment and vetting, and the handling of employee data under POPIA and comparable regimes. Key person dependency, succession gaps and skills loss are treated as operational risks rather than talent aspirations. The course also covers workplace conduct, harassment and grievance exposure, and closes on presenting people risk to a board in the same terms as every other risk it reviews.

What you will learn

- Identify the risks the people function actually carries
- Assess employment and labour law exposure across the employment lifecycle
- Manage recruitment, vetting and misrepresentation risk
- Handle employee data lawfully under POPIA and comparable regimes
- Treat key person dependency and skills loss as operational risk
- Address conduct, harassment and grievance exposure
- Report people risk to a board in the terms it uses for other risks

Who should attend

- Human resources managers and business partners
- Risk and compliance professionals
- Internal auditors covering the people function
- Employee relations specialists
- Executives accountable for workforce risk

Course outline

- 01 The people risks that never reach the risk register
- 02 Employment and labour law exposure
- 03 Recruitment, vetting and misrepresentation
- 04 Employee data under POPIA and comparable regimes
- 05 Key person dependency and succession gaps
- 06 Conduct, harassment and grievance exposure
- 07 Industrial action and collective risk
- 08 Reporting people risk to a board

Upcoming dates

Dates	Venue	Format	Fee per delegate
7 to 9 October 2026	Pretoria, South Africa	Classroom	R14,950
21 to 23 October 2026	Maputo, Mozambique	Classroom	USD 995
28 to 30 December 2026	Durban, South Africa	Classroom	R14,950
1 to 3 February 2027	Online	Online	R6,500



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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