

Course Title: Fostering Good Industrial Relations at the Workplace

Synopsis:

Singapore's brand of industrial relations (IR) is unique compared to many parts of the world. Its working model of collaboration instead of confrontation between the 3 protagonists, the Government, Employers and Trade Unions has contributed to decades of industrial harmony. This tripartite partnership and IR model has become a critical success factor in Singapore's competitive advantage and underscores our ability to attract foreign investments.

In order to transfer this success to the organisational level, it is imperative that employees in an organisation who are involved in IR need to be competent and effective in union engagement and negotiation in tandem with the time proven Singapore IR model. In order to achieve this, they require a working knowledge of IR relevant legislation and best practices to exercise the organisation's rights and obligations while harnessing a productive and harmonious relationship with the trade union(s) representing their employees.

Objectives:

After attending this 1-day workshop, participants should be able to:

- Explain the evolution of IR in Singapore
- Describe the roles of government, employers, and trade unions.
- Describe the tripartism operating model here in Singapore.
- Interpret and apply the provisions of the relevant IR legislation to the working level.
- Explain the legal process in collective bargaining and dispute resolution.
- Identify the rights and obligations of the company and of trade unions.
- Promote progressive IR policies and practices in their organisation.

Outline:

The workshop contents include:

- Historical perspective and evolution of IR in Singapore
- Tripartism and the role of government, employers and trade unions
- Collective bargaining and dispute resolution process
- IR related legislation including
 - Trade Unions Act
 - Industrial Relations Act
 - Trade Disputes Act

- Criminal Law (Temporary Provisions) Part 3
- Rights & obligations of employers & trade unions
- Code of good IR practices

Learning Methodology:

To embed the learning experience, this workshop incorporates:

1. Applicable industry best practices
2. Case studies
3. Video presentations
4. Sharing of experiences
5. Interactive delivery of learning materials
6. Practical exercises

Who Should Attend:

Line managers and front line supervisors who have to engage unions, IR practitioners and HR professionals (local & foreign).

Benefits of attending this Workshop:

1. Awareness of the IR operating model in Singapore;
2. Understanding of rights and obligations of both employers and trade unions under the relevant IR legislation;
3. Awareness of the collective bargaining and dispute resolution process; and
4. Appreciation of the benefits of good IR practices.

Course Duration:

1 Day (7 hours)