

EDUCATION AND THOUGHT LEADERSHIP

PCourseS – Online Training



PCS has developed a range of high-quality online training programs to educate your team on critical areas of labour and employment law and to provide insights into best practice in various areas of people management. Each program includes case studies, video recordings and quizzes.

Program	Modules	Estimated Duration	Licence Fee Per Person ²
Workplace Law Fundamentals	<ul style="list-style-type: none"> Sources of employment obligations: employment contracts, Awards, Enterprise Agreements and the Fair Work Act Policies and procedures in an employment context Classification of employees and employee entitlements Relevant considerations throughout the employment life cycle Employment litigation and dealing with claims 	75 mins	\$195
Behaviour and Culture for Managers and HR Practitioners¹	<ul style="list-style-type: none"> Understanding key concepts such as direct and indirect discrimination, sexual harassment and bullying Situations in which an employer and managers may be liable for unlawful conduct and preventative measures Responsibilities of managers to address inappropriate workplace behaviours Complaints and legal processes 	110 mins	\$195
Performance Management	<ul style="list-style-type: none"> Taking a holistic approach to performance management Defining what “performance” is Managing performance over an employment life cycle Consequences of poor performance and legal risks Creating a high performance culture 	60 mins	\$195
Conducting Workplace Investigations	<ul style="list-style-type: none"> Investigations infrastructure: why, when, what, where, who and how Complaints and dealing with allegations The investigation process and key considerations Investigation outcomes: findings, recommendations and decision-making 	75 mins	\$195
Termination of Employment	<ul style="list-style-type: none"> When to consider terminating an employee’s employment Legal risks associated with termination of employment Understanding different bases for termination of employment Best practice and risk management 	75 mins	\$195
Work Health and Safety	<ul style="list-style-type: none"> Key concepts, duties and responsibilities Liability of “officers” and penalties for non-compliance Understanding consultation obligations Notifiable incidents and reporting obligations Mental health and topical Work Health and Safety issues 	70 mins	\$195

¹ Alternate course “Discrimination, Harassment and Bullying at Work” available for non-managerial staff.

² Figures incl. GST. Completion of each individual course requires a licence, which is issued upon registration and payment. Discounts are available for organisations purchasing ten or more licences. Please email info@peopleculture.com.au to request a quote.