

## KSM CORPORATE TRAINING

**Understanding THE NEW EMPLOYMENT CODE ACT No. 3 of 2019 and unveiling** the impact it has on businesses going forward is now a must. Every Organisation, Sector or Business can no longer ignore the implications of the New Employment Code Act No. 3 of 2019.

Come and learn the **Step-by-Step procedures** you should take to **review the Employment Contracts and Conditions of Service in your industry / Sector** in order to align with the New Employment Code Act. **We now have 11 months to go to align with the Code and time is really running fast.**

DATES	INDUSTRY	PLACE	VENUE	FEES
6 <sup>TH</sup> TO 7 <sup>TH</sup> JUNE 2019	ALL INDUSTRIES	KITWE	GARDEN COURT	K3,500
13 <sup>TH</sup> TO 14 <sup>TH</sup> JUNE 2019	BANKING / TELECOMS / FINANCIAL INSTITUTIONS	LUSAKA	INTERCONTINENTAL	K3,500
20 <sup>TH</sup> TO 21 <sup>ST</sup> JUNE 2019	ALL INDUSTRIES	LUSAKA	PROTEA	K3,500
24 <sup>TH</sup> TO 25 <sup>TH</sup> JUNE 2019	NGOS AND FOREIGN NATIONALS	LUSAKA	INTERCONTINENTAL	K3,500
27 <sup>TH</sup> TO 28 <sup>TH</sup> JUNE 2019	TRANSPORT / TOURISM / HOSPITALITY / EDUCATION	LIVINGSTONE	CHRISMAR HOTEL	K3,500
4 <sup>TH</sup> TO 5 <sup>TH</sup> JULY 2019	GOVERNMENT AGENCIES / PARASTATALS	SIAVONGA	KARIBA INNS	K3,500
11 <sup>TH</sup> TO 12 <sup>TH</sup> JULY 2019	HR GENERALISTS AND SPECIALISTS	LUSAKA	THE RETREAT	K3,500
18 <sup>TH</sup> TO 19 <sup>TH</sup> JULY, 2019	MINING / CONTRACTORS / MANUFACTURING	SOLWEZI	KANSANSHI HOTEL	K3,500

At this training, YOU will walk away with KSM developed solutions specifically answering your workplace issues that come with the implementation of this New Employment CODE Act. Walk away with the KSM REVISED EMPLOYMENT CONTRACT OF SERVICE TEMPLATE as an industry model you will use going forward and remain fully compliant with the Employment Code.

We will also show you which SPECIFIC AREAS of the Code will require you to review your HR Handbook and your General Terms and Conditions of employment in order for your organization to align with the New Employment Code Act No. 3 of 2019. Further, we will, together, unveil the best formula for breaking up the Full Salary Package (Lump Sum Salary) into Basic Pay, Housing, Transport and Lunch Allowances and how to calculate, for your specific industry, the probable FINANCIAL IMPACT and COST to your WAGE-BILL for implementing the NEW EMPLOYMENT CODE ACT.

**SEE TRAINING OBJECTIVES OVER-LEAF**

### KSM TRAINING CONTACTS

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 Tel: + 260 211 295 486  
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At this interactive training, you will fully understand the implications of the New Employment Code Act to you as an Individual, Practitioner, Administrator, Business Owner and /or generally, your organization.

So, how much do you know about this New Employment Code Act?

## **COURSE OBJECTIVES**

At the end of this workshop participants will;

- Understand clearly what the provisions of the New Employment Code Act are in general
- What to review and how to implement the new Code provisions to remain compliant
- Understand the implications of the New Code Act on organisations in general
- Learn the various forms of Contracts defined in the New Employment Code, how and when to use them.
- Spot the new policies required by law to be maintained in your organization
- Understand the specific contents of the Performance Management Policy, Disciplinary and Grievance Code, Wellness Policy, etc we all must implement
- Learn the various reasons available to you for terminating contracts and avoid implicating yourself and your organisation
- Be enlightened on the implications of the New Employment Code Act to the employer as well as the employee
- Find out what steps to take to align your conditions and contracts of employment with the New Employment Code Act and when you are to align
- Be enlightened on the full contents of the New Employment Code Act and interpretations and how to implement them on the ground.
- Be handy and on top of things when it comes to the knowledge of the employment Code Act No. 3 of 2019.

## **WHO SHOULD ATTEND**

Business Owners, CEO's, Directors, Line Managers, Expatriates, Non-HR-Managers, Supervisors at all levels, HR professionals, Operations managers, Heads of departments, Senior and Middle managers, Supervisors and/or any others individual involved in managing people, handling and maintaining discipline at a work place. Everyone in management.

## **REGISTER TODAY**

To register, contact: 0979271378/ 0979770826 or e-mail: [training@ksm.co.zm](mailto:training@ksm.co.zm)

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