

TRAINING PROVIDER		
SINGAPORE PROFESSIONALS' AND EXECUTIVES' CO-OPERATIVE LIMITED		
Course Title	Managing Termination, Retirement and Re-employment	
Course Duration	1 day (7 hours)	
Fees & Funding	S\$210 per pax	<u>S'porean & PR Age 50 & above</u> pays S\$42.00 after NSA subsidy
COURSE DETAILS		
Course Objectives	Termination, Retirement, and re-employment are now contemporary topics and issues needing critical attention in today's dynamic industry and context. Employees terminate, retire, and are reemployed almost daily by organisations in Singapore and many other countries too. Managers should be knowledgeable in their obligations to their stakeholders and avoid being caught in an unfavorable situation, while employees should also know their rights when terminating, retiring, and seeking re-employment.	
Learning Outcome	<p>This workshop aims to enable participants:</p> <ul style="list-style-type: none"> • To understand the process and considerations when initiating termination, retirement & reemployment • To understand the legislated Employer's and Employee's obligations on termination of service, retirement and re-employment • To analyse and take action on the psychological impact of retirement • To understand the various options to employers and employees at the onset of termination of service and retirement • To understand the obligations and limitation of actions on termination and early retirement. 	
Topics Covered	<ul style="list-style-type: none"> • TAFEP fair employment practices and guidelines on termination, reorganization, and retrenchment • How to avoid and manage an unfavourable situation when terminating and retiring an employee • The case of employment termination and continued employment after the Minimum Retirement Age • Process of Retirement and Criteria for Re-employment • Advanced notice, dialogue and agreements before termination and retirement • Types of re-employment contract • Constructing an evidence-based non-re-employable cases • Counselling and corrective actions for early retirement cases • Avoiding and handling wrongful dismissals due to age 	
Learning Methodology	To anchor the learning, the workshop incorporates interactive delivery of contents; sharing of industry best practices; case studies and videos; plenary group discussions and practical exercises.	
Who Should Attend	HR Professionals, Team Leaders, Supervisors, Managers and Line Managers with people-management responsibilities and those who wish to know about employment obligations.	