Human Resources, Leadership & Management, Personal Development

People insight and Employment Risk

Course Details

Price

£3,750.00

Start date

20 May 2027

Length

6 full days (10:00 - 17:00)

CPD Points

36.00

Course Overview

The **People insight and Employment Risk (PiER)** programme is a CMI accredited course designed for HR professionals, business owners and people managers. PiER is built differently, on purpose.

The programme focuses on how to respond to employee situations in the modern workplace. People risks are the same wherever you work and so are the key steps to manage them: avoiding conversations that go badly and moments that are missed. The risk does not necessarily arise from misremembering the law, it arises from a conversation handled awkwardly, an adjustment not made, a process not followed or a note not written. Every one of these is a skill that can be practiced.

Content

Successful completion of the qualification requires you to attend 6 workshops and carry out reflective assessment across each of them.

Fair Process and The Evidence Trail

The risk is process failure and careless records. The added pressure in the modern workplace is the rise of AI drafted grievances and appeals. This workshop will explore how to run processes that withstand scrutiny and writing notes that help rather than harm if disclosed.

Date: In-Person workshop 20 May 2027 (10am – 5pm)

Hidden Disabilities, Neurodiversity and Reasonable Adjustments

The fastest-growing source of claims. The risk in this area is high and requires a workforce educated to understand how to look through the complexity and create workable ways forward. This workshop will explore how to spot when protection applies and how to lead the adjustment conversation.

Date: In-Person workshop 17 June 2027 (10am – 5pm)

Duty of Care, Fitness for Work and Impairment

In today's modern workplace, the duty to adjust and the duty to keep people safe can collide. This workshop will explore options for the modern workplace in balancing these two areas using the significant increase in prescribed medicinal cannabis as an example.

Date: In-person workshop 15 July 2027 (10am – 5pm)

Harassment and Unwelcome Workplace Behaviour

Reacting well to a complaint is no longer enough. The direction of travel in the modern workplace is to focus on prevention, assess where harassment could happen, take reasonable steps and evidence them. This workshop will explore the differing expectations in multi-generational workplaces and how this needs to be navigated with due care and consideration.

Date: In-person workshop 16 September 2027 (10am – 5pm)

Return to Office, Flexible Working and Changing Employment Contracts

Post Covid, many teams settled into patterns that were never formally agreed but have now become custom and practice. This workshop will explore the challenges of changing patterns, the tensions that arise with multiple requests for flexible working and how to balance these with the commercial needs of the business.

Date: In-person workshop 14 October 2027 (10am – 5pm)

Long Term Sickness Absence and Return to Work

The modern workplace is increasingly needing to deal with occupational health referrals, phased returns. The final workshop will focus on the best way to maintain contact with employees who are on long term sickness absence, how to deal with their

return and when a capability dismissal becomes defensible.

Date: In-person workshop 25 November 2027 (10am – 5pm)

Benefits

The PiER programme will equip learners with the knowledge and skills to deal effectively with people risk situations that arise in the modern workplace and provides an opportunity to explore topics with a HR professional and lawyer co-facilitating every session.

Prerequisites

Please note that all delegates will have to take up membership with the CMI directly before the start of the programme. This will be an additional fee.

Assessment

Module assessments are set by the CMI Study Centre and consists of a personal reflective review of circa 200 words following each workshop.

Next Steps

If you would like to book a place on this course please click on the **'Book Course'** button to the right of this page and login or register for a user account to complete your booking(s). Any queries please do not hesitate to contact us via **admin@gta.gg** or call us on 01481 224570.

If no date is scheduled for this course at the present time please click on the **'Register Interest'** button and login or register for a user account so that we can add you to our course interest register. This register allows us to contact our tutors and finalise dates for a course as soon as we have a few people who have expressed their interest, so the more delegates who register their interest, the sooner we can schedule a particular course.

Course Tutor

Dexter Flynn

Dexter Flynn is an accomplished English solicitor with over 30 years of experience in Litigation including working with pan-island clients. His areas of expertise include: Commercial & Corporate Litigation Employment Law Contractual Disputes Construction Disputes Dexter has advised clients across a wide range of sectors, from corporate giants to individuals in high- and low-profile disputes, and has co-delivered on the CMI Jersey Employment Law and Practice qualification for the last 10 years. Dexter advised the Chamber of Commerce regarding the discrimination law when it was being debated in the States of Guernsey.

Jacqui Richards

Jacqui is a Chartered Fellow of the CIPD and a Fellow of CMI, with over 30 years' HR experience across several industry sectors and worked for the Government of Jersey as Director of Jersey Business School, Highlands College. She has previously held positions on the Jersey CIPD Branch, the HR sub-committee of the Jersey Chamber of Commerce and worked directly for CIPD as a national CIPD membership upgrade assessor. Jacqui is also a leadership coach and mentor for both experienced executives and those looking to progress into management roles.