

Defence Human Resources Manager

Overview

Participants will be trained with better capabilities to create personnel contracts that effectively meet Defence needs while fostering positive Defence department-personnel relationships. Enhance Defence Department personnel engagement, retention, and motivation through proactive HR strategies. Compete more effectively in talent acquisition by adopting industry-leading HR practices to successfully navigate sensitive HR policy areas such as disciplinary and grievance measures. These new capabilities will make them more effective in communicating and implementing HR policies and procedures across all levels of Defence.

What You Will Learn

HRM Program Objectives

- Develop and implement Defence "best practice" HR policies and procedures.
- Ensure Defence employment contracts and HR manuals meet business needs while attracting, retaining, engaging, and motivating employees.
- Improve Defence employee engagement and trust in the employer-employee relationship.
- Compete more effectively in talent acquisition and retention.

Introduction

- Understanding the golden triangle of human resources.
- Importance of HR Defence policies and procedures and HR manuals.
- Basic components of a professional set of HR policies.
- Role of HR manuals and Defence employment contracts in Defence personnel engagement.

- Global development of policies and procedures in Defence.

Terms and Conditions of Defence Personnel Employment

- Importance and main components.

Human Resources Policies and Procedures (P&Ps) in Defence

- Importance and key areas covered, and research on best practices.
- Linking P&Ps to HR strategy.
- Developing, implementing, and reviewing P&Ps.

Sensitive Critical Policy Areas

- Defence Disciplinary and grievance policies, Defence Security and IT policies.

Employment Contracts

- Importance and key considerations.
- Sample employment contract.

Policies and Procedures to Support Wider HR Defence Strategies

- Recruitment, retention, training, nationalisation, redundancy.

Defence Specific Human Resources Manuals

- Types and communication strategies.
- Samples and confidentiality.

Defence Policies and Procedures for International Assignments

- Categories of employment and assignment policies.
- Assignment pay approaches.

Psychological Contract of Engagement

- Understanding and managing Defence Personnel expectations.

Achieving Work-Life Balance

- Importance, benefits, and trends.
- Defence Department actions and Personnel engagement.

Implementing Defence HR Policies and Procedures

- Roles of management and Defence HR specialists.
- Challenges and successful implementation strategies.

Course Outcome

Upon completion of this course, Defence Participants will be able to develop and implement comprehensive HR Defence specific policies and procedures aligned with Defence organisational goals and Defence/Industry best practices.

Disclaimer

This training course is designed to meet the stringent and rigorous standards of the Defence Sector; however, an equivalent version exists to meet the needs of Government, Public and Private Sectors. While diligent efforts have been made to ensure the relevance and efficacy of the content for Defence purposes, interested participants from other sectors are advised that suitable material is available for their specific requirements, and that any discrepancies in this training promotional material regarding the applicability to non-Defence sectors are hereby acknowledged, and interested individuals, or parties are encouraged to seek clarification or supplementary information as necessary. The course provider hereby absolves itself of liability for any inaccuracies or omissions arising from differences in sector-specific regulations, policies, or practices. By enrolling, participants unequivocally affirm their understanding and acceptance to this disclaimer, thereby acknowledging their responsibility to evaluate the course's suitability for their individual sector requirements.