

# Course : Applying individual employment law

Skills block of RNCP 35878 title

*Practical course - 6d - 42h00 - Ref. ZAU*

NEW

This course represents the second skills block of the state-approved RNCP 35878 level 6 (Bac +3) "Human Resources Manager" qualification. It will teach you to master labor law, manage employment contracts, prevent occupational risks, ensure HR compliance, manage labor relations and secure contract termination. These skills are key to ensuring compliance and the quality of social dialogue within the company.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Master the legal environment and fundamentals of labor law
- ✓ Effectively manage the various stages of an employment contract: conclusion, performance and termination
- ✓ Ensure compliance of HR practices with regard to working hours and conditions
- ✓ Identify and prevent physical, psychological and legal occupational hazards
- ✓ Adopt the right legal reflexes in the day-to-day management of teams
- ✓ Contribute actively to social dialogue and the quality of industrial relations.

## Intended audience

Anyone wishing to apply individual employment law within their organization.

## Prerequisites

Etre titulaire d'un bac + 2 validé ou être de niveau bac + 2 possédant une expérience professionnelle de 3 ans minimum (sans prérequis en RH) ou titulaire d'un Bac et possédant une expérience professionnelle significative (5 ans minimum).

Les justificatifs lui seront demandés par SUP des RH.

Pour les personnes ne répondant pas à ces critères, il est possible de demander une étude en commission pour la Validation des Acquis Professionnels (VAP).

## PARTICIPANTS

Anyone wishing to apply individual employment law within their organization.

## PREREQUISITES

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## TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

## ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.

Participants also complete a placement test before and after the course to measure the skills they've developed.

## Certification

Bloc de compétences " Application du droit social individuel ", of the professional certification " Chargé des ressources humaines ", delivered by SUP des RH. Registered in the répertoire national des certifications professionnelles, under number 35878, by decision of the Director General of France Compétences dated 15/09/2021.

## Course schedule

### 1 Employment legislation for HR

- The legal environment of work.
- Employer's responsibility for health and safety.
- Employment contract: key points to watch out for.
- Exercise disciplinary authority.
- Manage employees' careers in compliance with regulations.

### 2 Labor law, the essentials for managers and HR professionals

- Find your way around legislation.
- Know the different employment contracts.
- Identify the key stages in the employment contract.
- Managing the termination of employment contracts.
- Assess employer responsibilities and risks.
- Communicating with social partners.

### 3 Labour law, practical training for managers

- Find your way around social regulations.
- Managing legal risks.
- Drafting and modifying employment contracts.
- Coping with the suspension of the employment contract.
- Managing the end of the employment contract.
- Organize relations with employee representatives.
- Manage individual and collective disputes.

### 4 Certification

- SUP des RH contacts the candidate directly to schedule the certification exam.
- The examination covers the implementation of a recruitment process according to specific specifications.
- The candidate must manage the recruitment process within the given context and requirements.
- The candidate proposes appropriate solutions based on the rule of law (rider, disciplinary procedure, etc.).
- Candidates can use the Internet to search for conventions, reforms and useful information.
- Written test on PC with Internet access.

## Dates and locations

### REMOTE CLASS

2026 : 16 Mar., 25 June, 24 Sep., 7 Dec.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at [psh-accueil@orsys.fr](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.