



<https://verdi-bub.de/seminar/1385>

Themenplan

Mensch geht vor! (auf Englisch)

People first! Works Constitution Act: Staff policy (WC 2)

Opening, organisational matters

Presentation of the training's contents and course as well as ways of working in the course

General staff policy: overview of the legal provisions and their operational significance

Participants' experiences regarding staff policy

Position of staff policy in the overall context of the Works Constitution Act (WCA)

Individual staff movements according to the WCA, e.g.

- ⚡ Overview of the legal provisions
- ⚡ Procedures and time limits
- ⚡ Recruitment, transfer, grading (Section 99 WCA)
- ⚡ Temporary staff movements (Section 100 WCA)
- ⚡ The works council's options of enforcement (Section 101 WCA)
- ⚡ Individual legal consequences of the works council's collective legal participation
- ⚡ The works council's restrictions regarding staff policy in establishments for political, religious, charitable and other purposes (Section 118 WCA)

The works council's co-determination in the case of dismissal, e.g.

- ⚡ Introduction: individual legal basics of employment, ways of terminating employment and reasons for dismissal
- ⚡ The works council's right to participate regarding routine and exceptional dismissals and notices to alter the employment contract
- ⚡ Procedures and time limits
- ⚡ Individual legal consequences of the works council's collective legal participation
- ⚡ The works council's right to object in the case of dismissal (Section 102 WCA)

The works council's possibilities to act based on exemplary issues

The works council's right to participate and components of manpower planning

Vocational training as an example of personnel development measures as part of manpower planning: overview of the legal provisions of the WCA, their operational significance and the works council's rights

Summary of the course's results

The works council's plan for future training courses

Advice for further reading, evaluation of the course, final round