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COURSE BROCHURE

Workplace Compliance Calendar and Policy Mapping Training Course

25 – 29 April 2027
Dubai

Workplace Compliance Calendar and Policy Mapping Training Course

Ref: 1097_41305 **Date:** 25 – 29 April 2027 **Location:** Dubai **Fees:** 4600 GBP

Workplace Compliance Calendar and Policy Mapping is a 1-week training course for HR specialists, compliance officers and line managers who must turn scattered legal duties into a dated workplace compliance calendar and policy map. Employers now face frequent inspections and faster employee complaints. Jupiter Prime Training offers this course to give duty holders one shared view of what is due.

Why Workplace Compliance Calendar and Policy Mapping Matters Now

Three forces shape workplace compliance today: hybrid and shift-based working that spreads duties across sites and time zones, employees who raise concerns quickly through internal and external channels, and inspectors who ask to see evidence rather than intentions. An employer with one calendar answers an inspector in minutes; one relying on memory misses renewals and struggles to defend a grievance. The course rests on the Plan-Do-Check-Act PDCA cycle and on a simple obligations register approach that links each legal duty to a policy, an owner and a recurring date.

Who Gains Most from Workplace Compliance Calendar and Policy Mapping

- HR specialists responsible for employment records, contracts, leave and statutory notices
- Compliance officers who maintain the obligations register and report breaches to senior leaders
- Line managers who apply attendance, conduct and health and safety rules to their teams each week
- Facilities coordinators who hold permits and site licences
- Internal investigators who handle complaints, whistleblowing reports and fact-finding interviews

A cross-functional group from one employer gains most because the calendar and map only work when every owner agrees the dates and triggers.

Workplace Compliance Calendar and Policy Mapping Capabilities

Participants learn to trace a legal duty to its policy clause, owner and evidence.

- Build an obligations inventory by source and owner — the compliance officer setting the annual cycle
- Design a policy map that links each workplace policy to the duties it serves — HR leaders reviewing gaps
- Specify recurring calendar triggers, reminders and escalation points — line managers meeting deadlines
- Apply a proportionate internal investigation process to a complaint — the decision to discipline or close
- Assess record-keeping practice against retention and access rules — responses to inspectors and auditors
- Communicate policy changes and training refreshers to staff — employee awareness and acknowledgement

Key Workplace Compliance Calendar and Policy Mapping Terms

- Obligations register — a list of every legal and regulatory duty an employer holds, with its source, owner and due frequency.
- Policy map — a matrix linking each internal policy to the duties, procedures and records it supports.
- Compliance calendar — a dated schedule of filings, renewals, reviews and training refreshers across the year.
- Retention schedule — the rule set stating how long each type of employee record is kept and when it is destroyed.
- Policy attestation — a recorded acknowledgement by an employee that a policy was received, read and understood.
- Root cause note — a short record explaining why a breach happened and which control will stop it recurring.

Workplace Compliance Calendar and Policy Mapping Day by Day

Day 1: Sources of Workplace Duties

- Employment, Safety and Data Duty Sources — Scope of the Obligations Register
- Duty Holder Mapping Across Sites and Shifts — Who Owns Each Requirement
- Inspection and Complaint Trends — Where Employers Are Most Exposed
- Plan-Do-Check-Act PDCA Cycle — Rhythm for Recurring Workplace Duties
- Obligation Frequency Classes — Annual, Quarterly, Event-Driven or Continuous Tasks

Day 2: Designing the Policy Map

- Policy Hierarchy of Code, Policy and Procedure — Level of Detail Needed
- Duty-to-Policy Matrix — Spotting Uncovered or Duplicated Requirements
- Policy Ownership and Review Cycles — Accountability for Each Document
- Plain-Language Policy Drafting Checklist — Readability for Frontline Staff
- Policy Attestation Records — Evidence That Staff Received Changes

Day 3: Records, Evidence and Retention

- Personnel File Structure — Records Inspectors Usually Request First
- Retention Schedule by Record Type — Keep, Archive or Destroy Decisions
- Access and Confidentiality Controls — Who May View Employee Data
- Training and Licence Evidence Logs — Proof of Competence on Demand
- Inspection Readiness Pack — Response Time During an Unannounced Visit

Day 4: Investigations and Breach Handling

- Complaint and Whistleblowing Intake Routes — Triage and Protection of Reporters
- Proportionate Investigation Planning — Scope, Interviewer and Timeline Choices
- Fact-Finding Interview Notes — Fairness and Defensibility of Findings
- Root Cause Notes and Corrective Actions — Preventing Repeat Breaches
- Breach Reporting to Senior Leaders — Escalation Thresholds and Board Visibility

Day 5: Practising the Compliance Calendar

- Obligations Register Populated for a Sample Employer — Applying Duty Sources
- Policy Gaps Closed on the Duty-to-Policy Matrix — Applying Policy Design
- Retention and Inspection Dates Loaded — Applying Records Controls
- Reminder and Escalation Triggers Tested — Owner Response to Missed Dates
- Workplace Compliance Calendar and Policy Map — Final Shared Version

Applying Workplace Compliance Calendar and Policy Mapping After the Course

- Run a duty-to-policy matrix session with HR and operations owners to close the three largest policy gaps within the month.
- Load the next twelve months of filings and renewals into the shared calendar with named owners.

Workplace Compliance Calendar and Policy Mapping Questions FAQ

What is workplace compliance calendar and policy mapping, and why does it matter now?

It is the practice of listing every workplace legal duty, linking it to a policy and owner, and scheduling it on a shared calendar. It matters because inspectors expect fast, evidenced answers.

Which roles gain most from workplace compliance calendar and policy mapping?

HR specialists, compliance officers and line managers gain most. Facilities coordinators and investigators also benefit.

How does workplace compliance calendar and policy mapping differ from an employment law course?

It focuses on organising and evidencing duties rather than interpreting case law. An employment law course explains rights; here you build the register, record rules and investigation steps.

What do you bring back from workplace compliance calendar and policy mapping?

You bring back a populated compliance calendar and policy map for a sample employer, ready to adapt to your own organisation.

Workplace Compliance Calendar and Policy Mapping: The Way Forward

The workplace compliance calendar and policy map gives HR, compliance and line managers one view of every duty, its policy and its date. Its first use is deciding which policy gaps to close before the next inspection cycle. After the first quarter, revisit the frequency classes and escalation triggers, as missed dates show where owners need clearer reminders.