

LEGALLY SPEAKING

Amendments to the Employment Act 1955 – Know how this affects you

This program brings you to the current employment practice in order to help you meet the minimum mandatory employment standards, consolidating the latest amendments on the employment law as well as their related Regulations and Rules



THE EMPLOYMENT ACT 1955 covers "employees" employed by an employer under a contract of service. It carries the essential guidelines and explanations relevant to Malaysian Labor Laws as regards to employment, security of employment, unlawful dismissal, termination and lay-off benefits, EPF, SOCSO and workmen's compensation.

Understanding the Employment Act 1955 [with the recent updates]

HOW WILL YOU BENEFIT?

Participants will be able to :-

- ❖ Make employers aware of their rights under the Law
- ❖ Avoid unnecessary and costly litigations at Labour Court and Industrial Court
- ❖ Ensure compliance with Employment Contracts by employees
- ❖ Protection against illegal action by employees

COURSE CONTENTS

DAY 1

The Industrial Relations Act 1967

- ❖ Employers Prerogatives
- ❖ Dealing with Unfair Dismissal (Sec 20)
- ❖ Understanding the Role and Function of the Industrial Court

The Employment Act 1955

- ❖ Employment Contracts
- ❖ Statutory Requirements
- ❖ Change of Ownership/Poor Business
- ❖ Claims for Monies due to Employers
- ❖ Recovery of Overpayments

Employers Rights Pertaining to:-

- ❖ Probationers
- ❖ Absentees
- ❖ Medical Leave Delinquents
- ❖ Poor Performance
- ❖ Inefficiency
- ❖ Habitual Late-comers
- ❖ Major Misconduct
- ❖ Permissible Disciplinary Action

February

2012

20 & 21 February 2012 (Mon & Tues) TIME 9am - 5pm VENUE Eastin Hotel, Petaling Jaya

Employers Rights Pertaining to Termination of Contracts:-

- ❖ Frustration of Contracts
- ❖ Medical Board Out
- ❖ Expiry of Fixed Terms Contracts
- ❖ Retirement

Legalities Pertaining To:-

- ❖ Downsizing
- ❖ Reduction of Benefits and Increments
- ❖ Pay/Salary Cuts
- ❖ Voluntary Separation Scheme
- ❖ Transfer/Training

Legalities Pertaining to Retrenchment exercise

- ❖ Procedure for Retrenchment
- ❖ The LIFO Principle
- ❖ The Code of Conduct for Industrial Harmony
- ❖ The Industrial Court Awards and Legal Precedents.

WHO SHOULD ATTEND?

General Managers, Managers, Human Resource Officers and Executives, Compensation and Benefits Managers, Officers and Executives, Line Managers and Supervisors

METHODOLOGY

Lecture, Group Discussions, case studies and Q & A

TRAINER'S PROFILE

Kamarudzman Mohd Kasby is a freelance training and management consultant. He holds a Masters in Management from UKM, Malaysia and Bachelors of Science from USA.

He is currently a Group Human Resources Manager with his main responsibilities being operational duties in relation to Manpower Planning, Compensation and Benefits, Performance Management, Industrial Relations and Recruitment and Selection for a large manufacturing organisation.

He is currently both a trainer and consultant in subjects relating to Human Resource Management, Organisational Development and General Management. His forte in training is conducting leadership-oriented courses covering areas such as people management and supervisory skills and performance management.

He also has an extensive experience in the area of Industrial Relations. He is currently in his second term as a panel member of the Industrial Court (representing the Employers). During his tenure as the Group Human Resource Manager, he has handled various types of disciplinary cases and conducted numerous domestic inquiries.

He was also one of the pioneers in drafting the Code of Conduct initiated by one of the large local organization.

Register Online

Download Registration Form

COURSE FEES

RM 980.00 per person for 2 days
Includes Lunch, Tea-Breaks,
Course Notes and
Certificate of Completion



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