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Royale Chulan
 Damansara
 25th April 2019

EMPLOYMENT CONFERENCE 2019

CHALLENGES IN TODAY'S WORKPLACE



OPENING SPEECH BY
 YB M Kula Segaran
 Minister of Human Resources

ABOUT THE CONFERENCE

The Malaysian Society for Labour and Social Security Law (MSLSSL) in partnership with the Malaysian Current Law Journal (CLJ) is proud to organize the Employment Conference 2019.

The Conference will help delegates keep abreast with the latest developments in labour and employment laws. The Conference is led by experienced speakers and panellists. Two interactive workshops will also give the participants an opportunity to obtain an in-depth step by step guidance to disciplinary actions and investigations.

By the end of the Conference, participants would be equipped to handle the growing challenging environments in the workplace.

WHO SHOULD ATTEND

- Human Resource Managers
- Industrial Relations Managers
- Trade Unions
- In-House Counsel
- Practising Lawyers

8:00am – 9:00am

Registration

9:00am – 9:10am

Welcome Address

P. Jayasingam President, MSLSSL

9:10am – 9:30am

Opening Speech

YB M Kula Segaran Minister of Human Resources

9:30am – 10:15am

Plenary Session :

Employment Law Reforms – The Way Forward

Moderator : **Maimunah Aminuddin** Author on topics relating to HRM and Employment Law

Speakers:

- **YB M Kula Segaran** Minister of Human Resources
- **Dato' Sri Akhbar Satar** President, Transparency International Malaysia
- **Andrew Lo** Secretary, MTUC (Sarawak Division)
- **Anand Ponnudurai** Consultant, Bodipalar Ponnudurai De Silva Advocates & Solicitors

10:15am – 10:30am

Coffee Break

10:30am – 11:45am

Concurrent Session A

Sexual Harassment

Speakers | • **Wong Keat Ching**
Partner, Zul Rafique & Partners

Synopsis:

Awareness on Sexual Harassment is gaining momentum in the world over with the #MeToo movement driving the change. What was previously kept under wraps is now being pursued openly. Liability may be attached to the employer for the employee's wrong doing or lack of appropriate action taken in a timely manner. Now is the time to find out what needs to be done and how, both to protect the vulnerable and the organization.

Employee Fraud & Corruption

Speakers | • **Dato' Sri Akhbar Satar**
President, Transparency International Malaysia

- **Selvamalar Alagaratnam**
Partner, Skrine
- **Deputy Public Prosecutor**
From AGC Based with MACC

Synopsis:

One of the biggest risk for any corporation is fraud and corruption committed by its employees. Previously, the exposure was limited to financial loss and reputational damage but with the laws around the world changing, including with the introduction of the corporate liability provision in the Malaysian Anti-Corruption Act, the possibility of directors and senior officers being prosecuted and penalised is very real. It has become a necessity for all corporations to have adequate knowledge and mechanisms in place to identify fraud and corruption, as well as have methods to prevent and deal with them. Our speakers will address and discuss the various initiatives that need to be implemented including policies, whistleblowing procedures, audits, due diligence, training and creating a compliance culture.

11:45am – 1:00pm

Concurrent Session B	
<p>Internal Investigations</p> <p>Speakers • Janice Anne Leo Partner, Steven Thiru & Sudhar Partnership</p> <p>• Alex Tan Partner & Risk Consulting Leader, PwC Malaysia</p> <p>Synopsis: Often investigations make or break a case an organisation may have against the wrongdoers. The speakers will share their knowledge on the when to kick start investigations, how to conduct an effective investigation, the do's and don'ts including the use of Global Intelligence and the global risk & compliance databases to support internal investigations.</p>	<p>Legal Action</p> <p>Speakers • P. Jayasingam Partner, Zul Rafique & Partners</p> <p>• Ten Yee Phor Partner, Ten & Colin</p> <p>Synopsis: The types of employee misconduct are many and almost always leads to disciplinary action that may result in dismissal. It is imperative to be well prepared for the eventual unjust dismissal action that may arise. Many employers are unaware that they too may commence civil action against the ex-employee to obtain redress. This session will discuss the various forms of legal action that may be commenced by both parties and the steps that organisations should take to enable the proper prosecution or defence.</p>

1:00pm – 2:30pm

Networking Lunch

2:30pm – 4:30pm

Concurrent Workshop Session	
Collaborative workshops that will give participants the opportunity to be trained and equipped with the necessary skills under the close guidance of our experienced facilitators.	
Workshop 1	Workshop 2
<p>Non-Internal Investigations</p> <p>A completely hands-on session where participants will take part in an interactive, web based simulated investigation - search emails, analyse data, search intelligence databases to compile evidence and identify suspects.</p> <p>Facilitator • PricewaterhouseCoopers Team</p>	<p>Disciplinary Action</p> <p>A session dedicated to honing the participants skills in getting the disciplinary process right, drafting of show cause letters/notices of inquiries and the conduct of domestic inquiries.</p> <p>Facilitator • Sonia Abraham Partner, Azman Davidson & Co</p> <p>• Donovan Cheah Partner, Donovan & Ho</p>

4:30pm – 4:45pm

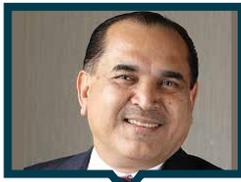
Closing
Dato' Dr. Cyrus V. Das Immediate Past President of MSLSSL

To register, please visit www.cljlaw.com/mslssl



YB M Kula Segaran
Minister of Human Resources

YB M Kula Segaran is the National Vice-Chairman of the Democratic Action Party (DAP) in Malaysia. YB is the first Human Resources Minister to conduct The National Labour Advisory Council (NLAC), a tripartite stakeholders meeting, once every month beginning 2019. The Minister wants Malaysia to move up from being at Tier 2 Watchlist of the US State Department's Trafficking in Persons report for 2018 and is working closely with the United States Embassy to ensure that Malaysia meets international standards when it comes to work ethics, welfare and social security for all workers, local and foreign.



Dato' Sri Akhbar Satar
President, Transparency International Malaysia

Dato' Sri Akhbar Haji Satar is the President of Transparency International Malaysia. He has more than 35 years of investigative experience including more than 18 years of experience with the Malaysian Anti-Corruption Agency (ACA), held numerous senior management positions including as a State ACA Director and Director of Training at the ACA before his optional retirement from the agency. He is a Certified Fraud Examiner (CFE) and a Forensic Polygraph Examiner.



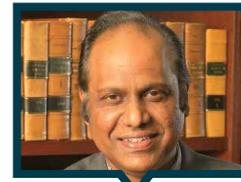
Maimunah Aminuddin
Author on topics relating to HRM and Employment Law

Maimunah Aminuddin was a Professor in the Faculty of Business Management, Universiti Teknologi MARA, where she lectured for 34 years. She taught Employment Law and Industrial Relations to undergraduates and Human Resource Management to post-graduates. Maimunah is a Fellow of the Malaysian Institute of Human Resource Management (MIHRM). She regularly facilitates training programmes for human resource practitioners on topics relating to employment law, disciplinary procedures, and effective human resource management practices.



Andrew Lo
Secretary, MTUC Sarawak Division

Andrew Lo, LLB, is the Chief Executive Officer of the Sarawak Bank Employees Union. He served as General Secretary from 1989 until 2009. He is also Secretary of Malaysia Trade Union Congress (MTUC) Sarawak since 1999. He was a member of the SOCSO Appellate Board from 1990 until 2012. He is currently a Board Member of SOCSO. He is a member of the Board of Advisors for ILMIA- Institute Of Labour Market Information and Analysis.



Dato' Dr. Cyrus V. Das
Immediate Past President of MSLSSL

Dato' Dr. Cyrus Das (LLB (Hons); Ph.D) is a senior legal practitioner at the Malaysian Bar. He was Past President, Malaysian Bar Council from 1997 to 1999, and is presently Honorary Life President, Commonwealth Lawyers Association (CLA). He is a Fellow of the Malaysian Institute of Arbitrators; Adjunct Professor of Law, HELP University KL. He is the immediate Past President of the MSLSSL.



Anand Ponnudurai
Consultant, Bodipalar Ponnudurai De Silva

Anand was called to the Malaysian Bar in 1991 and has predominantly practised in the area of Industrial and Administrative Law for the past 28 years. He is currently the Chairman of the Bar Council's Industrial & Employment Law Committee. He is also a member of the Editorial Advisory Board of the Industrial Law Reports and has authored the chapter on Employment Law in the recent publication of Bullen & Leake & Jacobs Malaysian Precedents of Pleadings.



P. Jayasingam
Partner, Zul Rafique & Partners

Jayasingam is currently a Partner with Messrs Zul Rafique & Partners and is the Head of the Dispute Resolution and Industrial Relations practice group of this firm. He is also a Barrister at Law and was called to the English Bar in 1984. He was called to the Malaysian Bar in 1986. He is also the Deputy Chairman of the Industrial and Employment Law Committee of Bar Council and President of the Malaysian Society For Labour And Social Security Law (MSLSSL). CHAMBERS ASIA PACIFIC ranks Jayasingam as a leading individual for Employment and Industrial Relations in Band 1.



Selvamalar Alagaratnam
Partner, Skrine

Selvamalar Alagaratnam commenced her legal practice with a local law firm dedicated to Employment Law. In 2000, she joined Skrine and was admitted as a Partner in 2006. Since her admission to the Malaysian Bar, she has been primarily engaged in employment law work. Selvamalar is ranked in Chambers Asia as a leading individual for Employment & Industrial Relation since 2009. She is also listed as one of the world's leading practitioners by Who's Who Legal 2014 - 2017 in Management Labour & Employment and recognised as Who's Who Legal Thought Leader for Employment and Industrial Relations in 2017 and 2018.

Featured Speakers



Donovan Cheah
Partner, Donovan & Ho

Donovan is a founding Partner of Donovan & Ho, where he leads the firm's employment law and dispute resolution practice. His work has been recognised by publications such as the Legal 500, Chambers Asia Pacific, Asialaw and Benchmark Litigation. Donovan assists corporate clients on various employment law issues, including drafting of employment contracts and many more. He has extensive experience in dispute resolution and has represented international corporations in a wide range of matters.



Alex Tan
Partner & Risk Consulting Leader, PwC Malaysia

Alex is a Partner and Risk Consulting Leader within the PwC Malaysia. He helps clients prevent, detect and emerge stronger from risk and economic crime including fraud, corruption, conflicts of interest and money laundering. Alex has over 30 years of investigative experience including 9 years as an Inspectorate Officer with the Royal Hong Kong Police Force and 8 years with the New Zealand Serious Fraud Office (the NZ government agency that has responsibility for investigating corruption).



Janice Anne Leo
Partner, Steven Thiru & Sudhar Partnership

Janice Anne Leo joined Messrs Shook Lin & Bok as a Legal Associate, specializing in employment law, and was later appointed as a Senior Legal Associate. She was made a Partner of the firm in 2011. In May 2018, Janice joined the newly established boutique dispute resolution firm called Messrs Steven Thiru & Sudhar Partnership. She has handled numerous employment related disputes at the Industrial Court and judicial review applications at the High Court, appeals at the Court of Appeal and assisted in appeals before the Federal Court. Janice also handles various aspects of employment related advisory work for both local and foreign clients.



Sonia Abraham
Partner, Azman Davidson & Co

Sonia Abraham graduated from the University of Kent in 1994. She is in practice at Azman Davidson & Co since being called to the Malaysian Bar in 1997 and was made Partner in 2005. Sonia handles matters involving Industrial Relations & Employment Law. She has, *inter alia*, represented companies against claims filed by employees for reinstatement arising from dismissal. She has also advised companies on trade disputes including recognition and collective bargaining and drafted collective agreements.



Ten Yee Phor
Partner, Ten & Colin

Ten Yee Phor is a Managing Partner in Messrs Ten & Colin. He delivered talks at the MTUC Conference on amendments to the Industrial Relations Act and also spoke at the National Employment Law Conference 2015. His area of specialization, among others, covers all aspects of employment matters including collective bargaining, drafting documents on employer-employee matters, fixed term contract, recognition of union, all areas on employer-union relations, retrenchment, VSS and Mutual Separation Scheme, termination and dismissal matters, attending Industrial Court, Labour Court and other Courts in relation to labour or industrial relations disputes. He also conducts In-House training on collective bargaining, domestic inquiry and managing poor performers.



Wong Keat Ching
Partner, Zul Rafique & Partners

Wong Keat Ching is a Partner of the Industrial Relations & Dispute Resolution practice group at Zul Rafique & Partners. She holds a Bachelor of Arts in Law (Hons) from the University of Nottingham and the Certificate in Legal Practice. She was admitted as Advocate & Solicitor of the High Court of Malaya in 1998. She is listed in Chambers Asia Pacific and the Asialaw Profiles under Labour and Employment. She was part of the ZRP Industrial Relations team that won the ALB Labour & Employment Law Firm of the Year Award in 2015 and 2017 and In-House Community Firm of the Year 2018 for Employment by Asian-mena Counsel.

Registration Form

Please fill in the form in BLOCK LETTERS

REGISTRATION FEES

	Fees	Fees inclusive of 6% SST	No. of pax	Total fees
<input type="checkbox"/> MSLSSL Members	RM1,000.00	RM1,060.00		
<input type="checkbox"/> Early Bird Non MSLSSL Members*	RM1,100.00	RM1,166.00		
<input type="checkbox"/> Non MSLSSL Members	RM1,300.00	RM1,378.00		
<input type="checkbox"/> MSLSSL Membership Cost	RM100.00			
TOTAL				

*Early Bird Registration has to be registered and paid by 30 March 2019

Group bookings :

2 Delegates	5% Discount on fees
3 Delegates and above	10% Discount on fees

WHO TO INVOICE AND CONTACT?

Name		Designation
Company		Industry
Address		
Telephone No.	Fax No.	Email

DELEGATE DETAILS (Name to appear on certificate)

(1) Name	Designation
Email	Please tick if you require vegetarian meals <input type="checkbox"/> Yes <input type="checkbox"/> No
(2) Name	Designation
Email	Please tick if you require vegetarian meals <input type="checkbox"/> Yes <input type="checkbox"/> No
(3) Name	Designation
Email	Please tick if you require vegetarian meals <input type="checkbox"/> Yes <input type="checkbox"/> No

APPROVING MANAGER

To process your registration, kindly provide the name and signature of a manager who is authorized by your firm/organisation to approve the seminar fees.

- I agree to the Privacy Policy found at <http://goo.gl/mM1y2T>
 I do not wish receive any promotional or marketing materials from the Malaysian Current Law Journal

Name

Designation

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TERMS & CONDITIONS

General Terms & Conditions

Kindly take note that by completing, signing and sending us this registration form, you are confirming your respective seat(s) for attendance of this seminar(s). You are also confirming your understanding and acceptance of our Payment and Cancellation Policy.

Full payment of the amount shall be made within fourteen (14) days from the date of the issuance of invoice or on the event day, whichever earlier. Delegate(s) who choose to pay on the event day will be required to submit a Letter of Undertaking beforehand.

A confirmation email will be sent to each delegate after payment is processed by Malaysian Current Law Journal (CLJ). If you do not receive a confirmation by 20 April 2019, please call us at (603) 4270 5400.

CLJ reserves the right to change the date, venue and speaker(s) for the seminar(s) where necessary.

Should we have to cancel or postpone the seminar, our responsibility is limited to a refund of any registration fee(s) already paid. CLJ is not responsible for travel, accommodation or other related/unrelated expenses which may have been incurred by delegate(s) attending this seminar.

Cancellation Policy

If delegate(s) decide to cancel their enrollment, the following terms shall apply:

- Written cancellation received 4 weeks before the event date:
A refund of 80% will be made.
- Written cancellation received 3 weeks before the event date:
A refund of 50% will be made.
- For cancellation received less than fourteen (14) days before the event date, no refund will be entertained.
- In the event of a no-show, delegates are still liable for the full seminar fee(s) unless cancellation is received by CLJ before the cut-off date above.

You may substitute an alternative delegate(s) by notifying CLJ at least 5 (five) working days before the date of the event. Any differences in fees will be charged accordingly.