

Teoh Alvare

TEOH ALVARE is a Partner in the Employment & Industrial Relation practice group. She holds a Bachelor of Laws (Hons) from the University of London and the Certificate in Legal Practice (CLP). She was admitted as Advocates & Solicitors of the High Court of Malaya in 2010.

Alvare was part of the Zul Rafique & Partners' Industrial Relations team that won the In-House Community Firm of the Year 2017, 2018 and 2019 for Employment by Asian-mena Counsel and the Asian Legal Business (ALB) Labour & Employment Law Firm of the Year award in 2015 and 2017.

Alvare regularly appears in the Industrial Court and has advised local and international companies in carrying out investigation and disciplinary action in relation to employees' misconduct, conducting domestic inquiry as well as the handling of disputes relating to dismissal / constructive dismissal. She also drafts terms and conditions in employee handbooks, consultant's agreement,s and employment contracts. In addition to this, Alvare also has experience in conducting legal forensic investigation, labour due diligence, corporate restructuring affecting employees, voluntary separation scheme (VSS), and retrenchment.

She has appeared as co-counsel and counsel in both the Industrial Court and High Court for judicial review proceedings relating to Industrial Court awards and appeals relating to the decisions of the Labour Court, as well as appeals at the Appellate Courts.



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