

The MECA i-HR **INDUSTRIAL RELATIONS CONVENTION 2015**

Mon 12th & Tue 13th October 2015
at The Sunway Pyramid Convention Centre

THE #1 IR CONVENTION
IN MALAYSIA

Current Issues dealing with Industrial Relations & Employment Law.

The Industrial Relations Convention 2015 brings together some of the country's top legal experts; Lawyers, Judges and officials from the Malaysian HR Ministry, to deliver a series of engaging and informative topics dealing with current issues in Industrial Relations & Employment Law, to create a greater understanding of the often complex legislations that impact Malaysian companies on how to handle their daily workplace issues.

With an elite group of highly influential, senior level individuals attending, the 2015 convention once again promises to be the 'Must Attend' Industrial Relations event of the year.

Official Programme



The MECA i-HR Industrial Relations Convention 2015, is a collaboration between MECA Industrial Relations Consultants & i-HR Consulting Sdn. Bhd.

The MECA i-HR INDUSTRIAL RELATIONS CONVENTION 2015

DAY 1

8.00 a.m

Registration & Networking

9.00 a.m - 9.05 a.m

Welcome Address by:

Ms. Anna Belasubramaniam, Managing Director of MECA

9.05 a.m - 9.15 a.m

Official Opening (to be confirmed) by:

YB Dato' Sri Richard Riot Anak Jaem, Minister of Human Resources

9.15 a.m - 10.00 a.m

Keynote Address by:

Datuk Nallini Pathmanathan, Court of Appeal Judge

10.00 a.m - 11.00 a.m

Mr. Yong Hon Cheong | Zaid Ibrahim & Co.

Topic 1: Workplace Bullies

A 21st Century Challenge

An employer has a legal obligation to provide a safe and conducive workplace for its employees. Bullying and disruptive behavior in the workplace is fast becoming a serious and common issue. Understanding the complexity of workplace bullying and how to manage the same will enable employers to mitigate this challenge

11.00 a.m - 11.30 a.m - Coffee Break

11.30 a.m - 12.30 p.m

Mr. Anand Ponnudurai | Bodipalar Ponnudurai De Silva

Topic 2: Common Employer Mistakes

The Perspective of an Employee's Legal Counsel

Understand common mistakes that employers make which employees' counsels thrive on when in Court. Learn from an employee's legal counsels' experience to enable you to prepare and manage your internal processes more effectively to enhance your chances in Court by avoiding these common pitfalls

12.30 p.m - 1.30 p.m

Mr Dharmen Sivalingam | Dharmen Sivalingam & Partners

Topic 3: The things you didn't know about Maternity Protection - Entitlement & Rights during and after employment

A female employee has a legal right to receive maternity protection during and after employment. A thorough understanding of this entitlement is crucial to ensure compliance with the law. This is more so now that the provisions on maternity in the Employment Act 1955 applies to all female employees regardless of salary earned

1.30 p.m - 2.30 p.m - Lunch

2.30 p.m - 3.30 p.m

En. Ashraf Iqbal | Mindspring Sdn. Bhd.

Topic 4: Navigating Through Tough Times Strategies for Employers

The economic assessment for Malaysia in the short term is not very encouraging. Employers have to be leaner, meaner and competitive. Having the right people for the job, ensuring they are able to deliver to expectations and keeping them motivated are what is going to help employers weather the storm. How can this be done?

3.30 p.m - 4.30 p.m

Dato' Thavalingam Thavarajah, Lee Hishammuddin Allen & Gledhill

Topic 5: Employee Discipline

A guide to managing minor & major misconduct

Employee disciplinary issues at the workplace are a nightmare for every employer. What exactly does an employer have to prove to justify a dismissal for misconduct? What is the difference between a minor and major misconduct? What is the accepted norm in managing a major misconduct?

4.30 p.m - 5.00 p.m - Coffee Break

5.00 p.m - 5.30 p.m - Lucky Draw

1



Mr. Yong Hon Cheong
Zaid Ibrahim & Co.

2



Mr. Anand Ponnudurai
Bodipalar Ponnudurai
De Silva

3



Mr. Dharmen Sivalingam
Dharmen Sivalingam
& Partners

4



En. Ashraf Iqbal
Mindspring Sdn. Bhd.

5



Dato' Thavalingam Thavarajah
Lee Hishammuddin
Allen & Gledhill

OFFICIAL CONVENTION PROGRAMME

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DAY 2

8.00 a.m - Registration & Networking

9.00 a.m - 10.00 a.m

Mr Rutherford Sivagnanam | The Chambers of Sivagnanam

Topic 6: Enforcement of Post-Employment Contractual Obligations

Employers often include clauses in their contract of employment which imposes restrictions on employees even after they have left employment. These include not being able to join a competitor, not allowed to poach staff, not being able to set-up a business in competition with the company, having to keep information confidential, etc. Are these clauses enforceable and if so, how can it be enforced?

10.00 a.m - 11.00 a.m

Mr Thomas Chow | Thomas Chow Consulting

Topic 7: Redundancies & Retrenchments

A necessary evil in the current economic climate

Redundancies and retrenchment exercises are inevitable during an economic turmoil. While it is generally Management's prerogative to organize itself, executing such exercises in the right way is overwhelmingly important to avoid costly legal disputes later. Learn best practices in managing employee perception when retrenching

11.00 a.m - 11.30 a.m - Coffee Break

11.30 a.m - 12.30 p.m

Ms Wong Keat Ching | Zul Rafique & Partners

Topic 8: Terminating for Non-Performance

Mitigating the risks

Terminating an employee due to non-performance or under performance is perhaps the trickiest type of dismissal. It requires a thorough, stringent and committed effort in managing the process appropriately to justify a dismissal on this ground. Learn why many employers end up losing in Court when they have dismissed an employee on this ground

12.30 p.m - 1.30 p.m

Ms Selvamalar Alagaratham | Skrine

Topic 9: Sexual Harassment

An Ethical Dilemma

Sexual harassment in the workplace poses somewhat of an ethical dilemma. Does a particular act amount to sexual harassment? Was the "victim" overly sensitive? Approaching a sexual harassment complaint correctly is crucial to deal with this difficult area especially so when there is often hardly any external evidence

1.30 p.m - 2.30 p.m - Lunch

2.30 p.m - 3.30 p.m

Mr Sivabalah | Shearn Delamore

Topic 10: Useful provisions for employers to include in a contract of employment

Often, employers do not include terms in a contract which can be very useful. Employers may be able to rely on these terms to their advantage. Examples of such terms include employees being compelled to take annual leave when there is a shutdown or to very specifically mention that some benefits may be amended or varied at the discretion of management

3.30 p.m - 4.30 p.m

High Powered Panel Discussion

The session will end with a 3-man panel discussion

Participants will be presented with an opportunity to hear from three leading industry experts on relevant issues in Industrial Relations/ Employment Laws beginning with the issue of "Is it time for our laws to be amended?"

4.30 p.m - 5.00 p.m - Coffee Break

5.00 p.m - 5.30 p.m - Prize Draw

5.30 p.m - 6.00 p.m - Final Close & Thanks



Mr. Rutherford Sivagnanam
The Chambers of
Sivagnanam



Ms. Wong Keat Ching
Zul Rafique & Partners



Ms. Selvamalar Alagaratham
Skrine



Mr. Sivabalah
Shearn Delamore
& Co

BAYARAN POS JELAS
POSTAGE PAID
PEJABAT POS BESAR
KUALA LUMPUR
MALAYSIA
No. WP0819

CONVENTION REGISTRATION FORM

Please complete in full and fax to: **03-7610 0191** or scan and email to: **alvin@meca.com.my**

Secure your place for this TWO DAY Industrial Relations Convention TODAY!

Early Bird Tariff: Two Day *Member Pass: RM1,600 pax Two Day Non-Member Pass: RM2,400 pax
(before 1st Sept 2015)

Normal Tariff: Two Day *Member Pass: RM1,800 pax Two Day Non-Member Pass: RM2,600 pax
(after 1st Sept 2015)

All prices subject to 6% GST

Are you a HRDF contributor? Yes No

Delegate passes are fully claimable for HRDF contributors.

*Call Alvin on: 03-7610 0190 to find out how you can become a member and save money off your ticket price.

Company Name: Contact Person:
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 Fax:
 Email:
Signature:

ATTENDEE(S)

Name (1): Name (2): Name (3):
Tel: Tel: Tel:
Mobile: Mobile: Mobile:
Email: Email: Email:
Designation: Designation: Designation:

Please fax the completed registration form to MECA at 03-7610 0191 and forward it together with your cheque in favour of MECA CENTRE FOR INDUSTRIAL RELATIONS SDN BHD. Employers contributing to HRDF may claim up to RM2600.00 and economy class airfare, board and lodging where applicable, in respect of each delegate. Cancellations must be in writing. Cancellations made on or before **4th September 2015** will qualify for a full refund while those made after that date but before **18th September 2015** will be subject to a cancellation fee of RM250 per delegate. There will be no refund for cancellations made on or after **18th September 2015**.

Call MECA at 03-7610 0190 or email: alvin@meca.com.my for further details.

MECA Centre For Industrial Relations Sdn Bhd, Level 13A-05, PJX HM Shah Tower, No.16A, Persiaran Barat, 46050 Petaling Jaya.

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The industrial relations consultants
www.ihr.et.com

