



NATIONAL EMPLOYMENT  
LAW CONFERENCE  
**NELC 2018**  
17 & 18 APRIL 2018  
INTERCONTINENTAL  
HOTEL KUALA LUMPUR

# 17 APRIL

## ITINERARY

Conference Chairperson: Puan Maimunah Aminuddin

9:00am - 10:00am

### **Amendments to Employment-Related Regulations in Malaysia Over The Last 5 Years**

- What are the amendments in the Employment Act, Industrial Relations Act, Labour Ordinance and other employment-related regulations
- How are these amendments applied?
- Do any organisations require changes to be made to comply; if not already complying

10:00am - 11:00am

### **Significance of Mutual Separation Scheme/Agreement: The Challenges and Approaches**

- When is an employment separation agreement desirable?
- What claims could a terminated employee assert?
- Determine the Law governing employee waiver of claims
- What are the do's & don'ts in negotiating mss or vsa

Donovan Cheah  
Partner  
Donovan & Ho

11:15am - 12:15pm

### **When Work Intersects With Politics**

- In colourful political times, comments and actions resonating employees opinions are aplenty
- What can you do legally to an employee who decides to march, demonstrate or plant a flag on a sensitive issue that may be detrimental to your organisation?
- What can you do if it's all on social media?
- Learn the rights of employees regarding political, controversial and even hate speech
- Understand employers' rights - sometimes obligation - to respond to political, controversial and even hate speech
- Develop a framework for evaluating the sometimes competing rights of employers and employees with regards to on-duty conduct, off-duty conduct and social media use.

12:15pm - 1:15pm

### **Working on Overtime: An Update on Remuneration**

- Understand current overtime and other remuneration related regulations
- How are these regulations interpreted, applied and enforced?
- What does your organisation need to adjust in terms of policies and practices to ensure compliance?

2:30pm - 3:45pm

### **Panel Discussion Employment Insurance Scheme**

- A recap on the regulations and responsibilities
- How the first quarter of 2018 has fared in compliance

Datuk Hj Shamsuddin Bardan  
Executive Director  
Malaysian Employers Federation (MEF)

Abdul Halim Mansor  
President  
Malaysian Trades Union Congress (MTUC)

3:45pm - 4:45pm

### **Surviving a Performance Improvement Plan: Both Sides of the Coin**

- Viewing the PIP as a constructive tool rather than an employee's exit permit
- Making it a solution for reconciling a mismatch of expectations or perception
- Getting the "managing back in" mindset across

# 18 APRIL

## ITINERARY

9:00am - 10:00am

### Modern Technology at the Workplace

- Challenges of modern technology - a helping hand or a hindering one?
- New ways of working
- Current legislation available to suit this growing arena
- What can we do if there are any legal gaps?

Thavaselvi Pararajasingam  
Partner  
Messrs. Zul Rafique & Partners

2:30pm - 3:45pm

### High Achievers and High Deceivers: How Your Strongest Asset Can Be Your Biggest Liability

- Highly valued employees becoming perpetrators misconduct such as workplace harassment/discrimination, breaching of office rules and procedures with management closing an eye to it
- Understand the legal ramifications of this unacceptable behaviour
- Mitigating these legal risks as not to mar the organisation's reputation and potential liability
- Can you manage their behaviour without affecting their productivity?

Siva Kumar Kanagasabai  
Partner  
Messrs. SKRINE

10:00am - 11:00am

### The Digital Employer

- Digitalisation of work
- Mobile work statistics and legal frameworks
- Legal framework conditions of home office and time regulations
- Health and safety requirements on home office and mobile work
- Employee management from a distance

11:15am - 12:15pm

### Data, Trade Secrets and Breaches: Cyber-Protection and Response Measures for 2018 and Beyond

- Policy, personnel and training vulnerabilities
- How to establish a response program on which you can rely when responding to a data security incident of any magnitude?
- How to identify resources for investigating an incident, so that you can provide required after-breach protection? (such as identity theft protection, response call centers and notifications)

Deepak Pillai  
Head, Technology, Media, Telecoms & Data Protection Practice  
Messrs. Christopher & Lee Ong

3:45pm - 4:45pm

### Sexual Harassment: The Perennial Thorn In Your Side

- In these cyber-times, what other forms of harassment can be viewed as sexual
- Should an employee take a sexual harassment case to the police, where does this leave the organisation?
- Is it better to manage cases internally or not?
- Tried and tested ways to curb or police potential sexual harassment cases

Anand Ponnudurai  
Partner  
Messrs. Bodipalar Ponnudurai De Silva

### DELEGATE 1

NAME:

DESIGNATION:

EMAIL ID:

TEL NO:

#### WORKSHOP SELECTION

**Please tick**

National Employment  
Law Conference 2018

7 & 8 May 2018  
Domestic Inquiry

21 March 2018  
Understanding the Employment  
Insurance System Bill 2017  
and Regulations

**Special Dietary  
Requirements**

Vegetarian

### DELEGATE 2

NAME:

DESIGNATION:

EMAIL ID:

TEL NO:

#### WORKSHOP SELECTION

**Please tick**

National Employment  
Law Conference 2018

7 & 8 May 2018  
Domestic Inquiry

21 March 2018  
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**Special Dietary  
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Vegetarian

### DELEGATE 3

NAME:

DESIGNATION:

EMAIL ID:

TEL NO:

#### WORKSHOP SELECTION

**Please tick**

National Employment  
Law Conference 2018

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COMPANY CHOP / SIGNATURE:

CATEGORY	EARLY BIRD PRICE (Ending 2nd March)	NORMAL PRICE
Conference only	RM 2,200	RM 2,400
Employment Insurance System Workshop Only	RM 950	RM 1,200
Domestic Inquiry Workshop Only	RM 1,800	RM 2,200
Conference & Employment Insurance System Workshop	RM 2,600	RM 3,200
Conference & Domestic Inquiry Workshop	RM 3,400	RM 4,000

\* Fees inclusive of 6% GST

\*\*Group registrations of 3 & above enjoy an additional 10% discount

### COMPANY DETAILS

COMPANY:

ADDRESS:

TEL NO:

FAX NO:

CONTACT PERSON:

CONTACT DESIGNATION:

CONTACT'S EMAIL:

### METHODS OF PAYMENT

CHEQUE: RM \_\_\_\_\_

TELEGRAPHIC TRANSFER:  
Company: MySeminars Sdn Bhd  
Bank Name: Public Bank  
Bank Account No: 3129767633

CREDIT CARD

### TERMS & CONDITIONS

- The organisers reserve the right in any unforeseen circumstances to change the content of any published particulars without liability.
- Substitution of delegate(s) are welcomed with 3 working days prior notice.
- All cancellations must be received before 11th April, 2018 respectively
- In the event that a registered attendee fails to attend, 100% of the event fee remains due.