



EMPLOYMENT ACT 1955

Learn the Application of The Law To Meet The Current and Future Changing Workplace and Workforce Post Covid-19

INTRODUCTION

The pandemic which has forced organizations to rethink the way they do business. The changing workplace and workforce post Covid-19 requires managers to interpret and apply the provisions of Employment Act 1955 to meet the current and future needs of the organization. The Economist wrote that once the crisis abates, a “productivity boom” could await. Covid-19 forced businesses to shift to remote work, abandon inefficiencies, and adopt technological solutions; as a result, they could emerge from the crisis more productive, as the changes figure to stick. “Office closures have forced firms to invest in digitization and automation, or to make better use of existing investments. Old analogue habits could no longer be tolerated,” the magazine writes. “Not all of these efforts will have led to productivity improvements relative to the pre-pandemic norm. But as covid-19 recedes, the firms which did transform their activities will retain and build on their new ways of doing things.” (December 8, 2020).

Some of the changes brought about by Covid-19 in the workplace that affecting the employee’s terms and conditions must be understood clearly and organizations must ensure there is no breach of employment laws that resulted relevant authorities’ intervention. In challenging and changing times maintaining industrial harmony is of paramount important for organization success. This is more so if the organization has to deal with workers union.

When changes is inevitable and affecting the contract governing the employee and employer relationship one would have to understand how the employment law can be applied in changing situation.

While there are number of employment legislations or laws governing the employment conditions, relationships between workman and employer and trade union, one of it is the Employment Act 1955 which guarantees minimum employment conditions for certain category of employees. Therefore, it is important for managers to have good understanding of the purpose, intention and applications.

This 4 X ½ day (16 hours) remote online training will take the managers through the essential provisions of the Employment Act, 1955, its meaning and purposes as well as applications.

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9th, 10th, 17th and 18th February 2021 | 10.00 am - 2.00 pm | Online

LEARNING OBJECTIVES

With changing of workforce and workplace this program is aimed to provide the understanding and the application of the relevant provisions in the Employment Act 1995 with the demand of changes in post Covid-19 and beyond.

LEARNING OUTCOME

At the end of this workshop, participants will be able to:

- Understand the scope and purpose of the Employment Act 1955.
- Understand the changing trend in the workforce.
- Understand the rationale and meaning of the provisions in the Act.
- Understand how the provisions should be applied in changing workplace and workforce – post Covid-19.

COURSE OUTLINE

DAY 1 – 10.00 AM – 2.00 PM

GETTING STARTED

- Icebreaker
- Housekeeping Items
- Workshop Objectives

PART 1: PURPOSE, TERMINOLOGY AND DEFINATION

- Purpose
- Scope of Coverage
- Definition of Employer and Employee
- Part-Time Employees
- Contract of Service/ Contract for Service
- Wages
- Day and Week, Shift, Spread Over Period

PART II: CONTRACT OF SERVICE

- Requirement of Written Contract of Service
- Prohibition
- Terms and Conditions Favorable
- Implication of Less Favorable
- Termination of Contract and Notice Period
- When Contract Deemed Broken, Criteria, Deeming Clause, Court Cases
- Case Study, Review

PART III – PAYMENT OF WAGES

- Wage Period
- Payment for Work Done On Rest Day, Public Holiday
- Payment on termination of Contract
- Payment on termination In Special Circumstances
- Limitation on Deduction
- Case Study, Review

PART IV – DEDUCTION ON WAGES

- Lawful Deduction
- Unlawful Deduction

DAY 2 – 10.00 AM – 2.00 PM

PART V – SYSTEM OF PAYMENT OF WAGES

- Mode of Payment of Salary
- Salary Advance
- Remuneration Other Than Wages

PART VI – PRIORITY OVER WAGES

- Priority Over Debts – Who Gets Paid First
- Receivership
- Liability of Principles and Contractors for Wages
- Court Cases

PART VII – EMPLOYMENT OF WOMAN

- Prohibition of Night Work
- Rationale
- Exemption
- Conditions for The Entitlement to Maternity Allowance
- Restriction
- Case Study, Review

DAY 3 – 10.00 AM – 2.00 PM

PART VIII – HOURS OF WORK, REST DAY, PUBLIC HOLIDAY

- Hours of Work, Shift Work
- Court Case
- Overtime, Conditions, Limitation, ORP
- Court Case
- Rest day Entitlement
- Work on Rest Day, Conditions and ORP
- Public Holiday Entitlement
- Work on Public Holiday, Conditions and ORP
- Annual Leave Entitlement, Conditions
- Court Case
- Sick Leave Entitlement, Hospitalization
- Conditions for Seeking Medical Treatment
- Case study, Review

DAY 4 – 10.00 AM – 2.00 PM

PART IX - TERMINATION, LAY-OFF, RETIREMENT

- Meaning
- Purpose
- Circumstances
- Benefits Entitlement
- Case Study, Review

PART X - COMPLAINTS AND INQUIRY

- The Powers of Director General
- Types of Complaints and Jurisdiction
- The Process
- Decision
- Appeal Procedure

PART X1 - CURRENT ISSUES

- Vaccination – Can employer compel employees to be vaccinated
- Remote working
- Salary reduction and the law of contract



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FACILITATOR

Magaswaran is a PSMB certified trainer who holds an MBA from the University of Wales, UK and a Diploma in Human Resources from the University of Leicester, UK. He is the founder and Chief Executive Officer of Edge Academy International, leading a team of consultants helping organizations in developing the right business strategies and employee competencies to meet their goals.

He brings with him 18 years of experience in all spectrum of Human Resources portfolio. Prior to taking up consultancy field, he has held the position of Director of Human Resources in a well-established conglomerate. He is very much familiar with employment laws, industrial relations and collective bargaining. During his tenure of employment, he has carried out company and corporate re-structuring exercise. He was involved in converting a Government Link Company (GLC) to a private ownership. He has worked in a unionized environment. He has represented cases in industrial court and labour court. Currently, he serves as consultant for several companies on disciplinary and industrial relation matters. In employment law he has conducted several workshops on Law on Termination, Domestic Inquiry, Sexual Harassment, Progressive Discipline and Managing Employee Performance.

Magaswaran is specialized in Balanced Scorecard programme, strategy formulation and implementation. He has conducted several Balanced Scorecard workshops for the Government Link Companies (GLCs) like PNB and FELCRA. Also, has implemented balanced scorecard in several hotels and healthcare industry that has resulted in better financial outcome. He has also designed and implemented Performance Management System for hospitality and healthcare industry.

Magaswaran has conducted programs such as strategic management, engaging leadership, coaching, talent management strategies, performance management, change management, critical and lateral thinking, performance management, supervisory talent development and other programs related to people / talent development. His programmes are adaptable to local culture while maintaining the talents required for global needs.

His client includes manufacturing, hospitality and healthcare. He has trained CEOs, Senior VPs and General Managers and Managers in Malaysia, Singapore, Vietnam, Myanmar and Brunei.

In recent times, he has developed and implemented strategies that have improved revenue for the hospitality industry and helped companies to financially turnaround.

Magaswaran is a certified trainer for Interaction Management Program by Dimension Development International, a US based company. He is accredited as OmniView job suitability profiler by OmniView Malaysia a license holder for Dr. Harrison Innerview Job Suitability Profiling Company (Human Technology) based in US

REGISTRATION, WORKSHOP FEE AND CLOSING DATE

Fee: RM 350.00 per person per day X 4 days = RM1400.00

Group Booking Rebate

- 3 or more at 5% off
- 5 or more at 7% off

CLOSING DATE: 5th February 2021

Please click the link below for registration:

<http://www.edgeacademyint.com/registration/>

For more information please contact:

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Edge Academy International reserves the right to make changes to the date including cancellation of the workshop if warranted by circumstances beyond its control.