

2022

SSM Webinar



RETRENCHMENT – SOLUTIONS AND PITFALLS

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COURSE INTRODUCTION

In the last 50 years, the world and Malaysia has witnessed several cycles of economic downturn. As recent as two (2) years ago, the COVID-19 pandemic has and continues to create havoc on economies of countries world – wide and sparing none in its wake as a result of loss of lives, lockdowns and business interruptions. These resulted in the emergence of new technological approaches for business continuity, reorganisation of conventional business models which led to lay – offs / reduction of manpower.

Whilst the right to reorganise is a recognised right, challenges to these rights have been frequent too. What went wrong? This seminar is the platform to dissect this issue and provide practical solutions.

COURSE OBJECTIVES

This seminar will familiarise participants on understanding what is “reorganisation”, “redundancy” and “retrenchment”, the parameters of management’s prerogatives and application of good practices.

COURSE CONTENTS

- What is retrenchment?
- The applicable laws and code of conduct.
- The employers’ rights.
- Solutions and pitfalls.

LEARNING OUTCOME

By attending this course, the participants will be able to:

- Gain insights on practical application of Malaysian employment laws and its considerations when performing a retrenchment exercise.
- Dissect the thoughts and approaches of third-party arbitration bodies through the study of precedent and case studies.
- Avoid pitfalls of lengthy and costly industrial litigation.

ABOUT THE TRAINER

Vincent Lee Hock Guan is a consultant, speaker and professional trainer in the field of Human Resource Management and Industrial Relations. With more than 20 years of professional hands-on experience, he has served in senior management capacity of group human resources of local main board companies with diversified interests including services, banking, construction and property development, manufacturing, warehousing and logistics. He holds an MBA specializing in Industrial Relations and possesses a solid track record in the area.

He represents employers for arbitration or hearings at either labour / industrial relations offices and labour courts throughout Malaysia and having a track record of over 40 favourable cases. Vincent was also appointed on the Employer’s Panel in the Industrial Court of Kuala Lumpur for two terms from 2001 to 2003 to hear disputes on collective agreement cases involving the banking and agriculture sector. He was an associate speaker for associations, Suruhanjaya Syarikat Malaysia (SSM) and has equipped more than 100 organisations’ directors, senior officers and managers with practical knowledge in handling the multiple intriguing facets of employee issues.

WHO SHOULD ATTEND

Business owners, plant or factory managers, human resources leaders, managers, executives or any persons tasked to perform or for general understanding of the relevant and practical aspects of retrenchment exercise.

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ADMINISTRATIVE DETAILS

Date	19 October 2022
Platform	Virtual platform
Time	9.00 am – 5.00 pm
Training Methodology	Lecture and case discussion
Fee	RM500.00 – Standard RM400.00 – Licensed Secretary. Member of MAICSA, MIA, Malaysian Bar, MACS, MICPA, Sabah Law Assoc. & Advocates Assoc. of Sarawak.
SSM CPE Points	8 points

HOW TO REGISTER?

1

Strictly via online registration at
<https://e-comtrac.ssm.com.my>

2

NEW USER (First Time Login)

- Click on SIGN UP
- Key in REGISTRATION INFORMATION
- Click on REGISTER
- Key in USERNAME and PASSWORD

EXISTING USER of SSM EzBiz

- Key in USERNAME and PASSWORD
- Click on SIGN IN

3

- Select event code: XXX/22/CEP/WEB
- Check on Available Seat
- Click on Add Participant
- Key in participant's information
- Click on Submit
- Check participant's details
- Click on Submit Payment

*Note: Please submit your application within 15 minutes. Otherwise the system will automatically cancel your transaction and you will lose your seat(s). Please re-apply if you wish to proceed.
Full payment shall be made at the point of registration.*

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All registrations MUST be applied through e-COMTRAC. Upon submitting the registration application, you are deemed to have read and accepted the terms and conditions.

A participant is allowed to attend ONE programme per day to be eligible for certificate of attendance. Request for refund will not be entertained if you have registered for more than one programme per day.

No walk-in is accepted and no admission to the training programme without the confirmation slip for classroom training.

Webinar Access Link

A notification e-mail with the webinar access link will be sent at least 1 day before the commencement of the webinar. The access link is unique for registered participants and should not be forwarded or shared with others.

Certificate of Attendance

Participant will be issued a Certificate of Attendance upon full attendance of the programme and payment is received. SSM will charge an administrative fee of RM30.00 per copy for any replacement of certificate due to errors in name or identification card number wrongly filled by participant / representative during registration or loss of certificate, etc.

Cancellation / Absent

No refund application is entertained if participant decides to cancel his registration or fails to attend a programme. Replacement of registered participant is not allowed.

Transfer

Transfer of registration fee to another programme is not allowed.

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Human Resources Development Corporation

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COMPANIES COMMISSION OF MALAYSIA TRAINING ACADEMY & KNOWLEDGE MANAGEMENT DIVISION

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