

RETRENCHMENT – SOLUTIONS AND PITFALLS

COURSE INTRODUCTION

In the last 50 years, the world and Malaysia has witnessed several cycles of economic down turn. As recent as 1 year ago, the COVID 19 pandemic has created 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:

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

WHO SHOULD ATTEND

Business owners, plant / 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.

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, Vincent 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.

Vincent 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 favorable 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 / the 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.

ADMINISTRATIVE DETAILS		
DATE	PLATFORM	EVENT CODE
29 September 2021	Webinar @ Microsoft Teams	172/21/CEP/WEB
Time	9.00 a.m. - 5.00 p.m.	
Training Methodology	Lecture, Case Studies, Discussions.	
Fee	RM500.00 Standard RM400.00 Licensed Secretary. Member of MAICSA, MIA, Malaysian Bar, MACS, MICPA, Sabah Law Assoc. & Advocates Assoc. of Sarawak.	
CPE points	8	