



KEMENTERIAN PERDAGANGAN DALAM NEGERI
DAN KOS SARA HIDUP



SURUHANJAYA SYARIKAT MALAYSIA
COMPANIES COMMISSION OF MALAYSIA

20
23

SSM TRAINING

RETRENCHMENT – SOLUTIONS AND PITFALLS

COURSE INTRODUCTION

In the last 50 years, the world and Malaysia has witnessed several cycles of economic downturn. As recent as three (3) 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.

RETRENCHMENT – SOLUTIONS AND PITFALLS

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.

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.

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.

RETRENCHMENT – SOLUTIONS AND PITFALLS



Online

ADMINISTRATIVE DETAILS

Date	24 October 2023	
Venue	Virtual platform	
Time	9.00 am - 5.00 pm	
Training Methodology	Lecture, Case Laws, Discussions	
Fee	RM500.00	Standard
	RM400.00	Licensed Secretary. Member of MAICSA, MIA, Malaysian Bar, MACS, MICPA, Sabah Law Society & Advocates Assoc. of Sarawak.
SSM CPE Points	8 points	

HOW TO REGISTER?

STEP
1

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

STEP
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**

STEP
3

- Select training
- 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.

RETRENCHMENT – SOLUTIONS AND PITFALLS

TERMS & CONDITIONS FOR REGISTRATION OF TRAINING PROGRAMMES UNDER COMTRAC

Payment Mode

- All training programmes registrations MUST be applied through e-COMTRAC. Upon submitting the registration application, participant is deemed to have read and accepted the terms and conditions herein.
- Payment by cash and cheque is not acceptable effective from January 2021.

Webinar Access Link

- A notification e-mail with the webinar access link will be sent at least 24 hours 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.
- 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.
- 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 will be given for participant who failed to attend the programme.
- Replacing registered participant is not allowed.

Transfer

Transfer of registration fee to another training programme is not allowed.

Personal Data Protection Notice

Your personal data and other information provided in this application and including any additional information you may subsequently provide, may be used and processed by COMTRAC/SSM as a reference in future to communicate with you on our training programmes/events. In line with the Personal Data Protection Act 2010, we wish to obtain your agreement and consent for using your personal data. If you do not consent to the processing and disclosure of your personal data, you should send an e-mail to us at comtrac@ssm.com.my.

Human Resources Development Corporation

Suruhanjaya Syarikat Malaysia is registered as a training provider with HRD Corp under GOV1000117857. This training is claimable under SBL Scheme (employer needs to apply for grant at least one day before the commencement of training).

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All information contained in the brochure is correct and accurate at the time of publication.

COMPANIES COMMISSION OF MALAYSIA TRAINING ACADEMY & KNOWLEDGE MANAGEMENT DIVISION

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