

# *Understanding the Law & Application of Employment Act 1955 (Incorporating 2012 Amendments)*

IR Law's One Day program on Understanding the Law & Application of Employment Act 1955 is designed to provide delegates with sound knowledge and understanding of the Employment Act 1955, complemented by 'hands on' practical guidelines and examples for worksite implementation. This course is suitable for Human Resource Managers, Executives, Heads of Departments, and Line Supervisors. Some of the subject matter covered, include:

*IR Workshops*

## *Programme Outline*

- Meaning of 'Employee' under the scope of the Act.
- What is manual labour?
- Identify 'contract of service' and 'contract for service'
- Breach of contract
- Employers' rights in dealing with acts of misconduct
- Types of disciplinary action
- Handling sexual harassment
- Application and interpretation of S.15(2)
- Legal definition of wages
- Entitlement to wages during wrongful imprisonment
- Maternity Protection
- Rest days, hours of work and public holidays
- Administration of Annual leave, Sick leave and Maternity Leave
- Ordinary rate of pay
- Calculation of deduction for unpaid leave
- Termination benefits
- Case Law Discussion & Practical exercises

# Trainer's Profile

Raja Vishnu Sivarajah

RAJA VISHNU SIVARAJAH obtained his LL.B (Hons) in 1996 from the University of Wolverhampton and joined the Malaysian Current Law Journal in 1999 as the Legal Proofreader. In 2001, he was promoted to the position of Sub-Editor and subsequently in 2002, he was made Editor-in-charge of the Industrial Law Reports (ILR). He left to join Malaysian Employers Federation (MEF) in 2006 as the Research Analyst for the Industrial Relations Department, where he researched and wrote several MEF's Industrial Relations publications, specifically Leave & Absenteeism at the Workplace – Cases, Commentary & Materials (First Edition) and 'Criminal' Misconduct In Employment - Cases, Commentary & Materials (First Edition), aside from providing consultation on labour, employment and industrial law matters to members of MEF. After spending several years in the Corporate Sector, where he continued honing his Industrial Relations skills in a Managerial capacity, he joined MECA Employers Consulting Agency Sdn Bhd as its Senior Legal Advisor in 2011.

While in MECA, aside from providing advisory services to employers, he had also won many Labour Department cases on behalf of employers whilst conducted successful Training Courses on matters in connection to Employment Act 1955 and Industrial Relations Act 1967, domestic inquiry procedure, managing misconduct and poor performance, managing absenteeism and excessive sick leave etc.

With his experience and practical hands on approach in Industrial Relations, Raja Vishnu serves as a full time Consultant of IR Law and provides Training Courses on Industrial/Labour/Employment Law issues. He is well versed in assisting employers in handling day to day IR/HR operations including dispensing advise on compensation and benefits issues, drafting employment contracts, Company Handbooks, conducting investigation on disciplinary issues, HR Audit and domestic inquiries, handling employee grievances and negotiations for collective agreements, providing legal opinions, representing employers at Labour Department etc.

## K. Jebaratnam

K. JEBARATNAM has served in the Human Resources Ministry for over 30 years in the Department of Labour and the Trade Union Affairs Department. He was the Regional Director of Trade Unions for Selangor, Wilayah Persekutuan Kuala Lumpur and Pahang before he opted out to join the private sector. As an enforcement officer in the Ministry of Human Resources, he has vast experience in enforcing the Employment Act 1955, Industrial Relations Act 1967 and Trade Unions Act 1959, conducting Labour cases, prosecutions and providing advisory services to both the employers and the employees. As a Director in the Trade Union Affairs Department, under the Trade Unions Act 1959, he was responsible for the registration and administration of Trade Unions in Wilayah Persekutuan Kuala Lumpur, Selangor and Pahang. As a member of the MIHRM he has conducted various training programmes on Labour Laws for DIPM and DIR courses participants. K. Jebaratnam is a certified trainer by the Pembangunan Sumber Manusia Berhad (Human Resources Development Berhad)

After opting out from the civil service in 1995, he served as the Industrial Relations Adviser of the Malayan Commercial Banks' Association (MCBA), an umbrella body for all the Commercial Banks and Finance companies in Malaysia. He was involved in successfully negotiating and concluding collective agreements with the Nation Union of Bank Employees (NUBE) and Association of Bank Officers (ABOM). During his five years in MCBA, he has conducted training programmes including in-house sessions for Bank managers and officers on Labour Laws and disciplinary matters. During the consolidation of the financial institutions, has formulated guidelines to introduce Voluntary Separation Scheme (VSS) and Early Retirement Scheme (ERS) for implementation by member banks and finance companies. During his tenure in MCBA, he was appointed to the Industrial Relations Panel of MEF, a high-powered body to advise the MEF council on amendments to Labour Legislations and other related matters.

His command of the Employment Act 1955, Industrial Relations Act 1967, and the Trade Unions Act 1959, the hands-on experience in handling employees in unionised environment, matters leading to termination of employment, conducting programmes in handling domestic inquiries and grievance handling as well as implementation of VSS and ERS are added advantages for the achievement of human resource development of any progressive and dynamic organisation.

## Program Dates

### Understanding the Law & Application of the Employment Act 1955

Wednesday, 16 December 2015

09:00am to 05:00pm

IR Law Training Room

IR Law Sdn. Bhd, 2B-7-3 Block 2B, Level 7, Plaza Sentral,  
Jalan Stesen Sentral 5, 50470 Kuala Lumpur

## Course Fees & Registration

You can register by completing the enclosed form below and faxing it to  
+603 2034 9468 or scan/email to [accounts@irlaw.com.my](mailto:accounts@irlaw.com.my).

- 1) RM700.00 per delegate.
- 2) RM550.00 (IR Law Member's Price) per delegate.

\*Price excludes 6% GST.

Participants will be given two weeks trial to contact IR Law Consultants for  
any consultation/ query on Industrial and Human Resource matters,  
including free two week password for Online Access to IR Digital Library  
where the participants can freely access all Industrial Court awards, High  
Court, Court of Appeal and Federal Court cases, Articles including updated  
legislation on all employment/industrial law matters.

(Fully HRDF Claimable (includes morning & afternoon tea break, lunch,  
printed notes worth RM20.00 each and certificate of attendance)

# Registration Form

**IR LAW**  
WORKSHOPS  
2015



HRDF CLAIMABLE

- Wednesday, 16 December 2015  
**Understanding the Law &  
Application of  
Employment Act 1955  
(Incorporating 2012 Amendments)**

Mr. K. Jebaratnam

Mr. Raja Vishnu Sivarajah

IR Law Training Room  
IR Law Sdn. Bhd,  
2B-7-3 Block 2B, Level 7,  
Plaza Sentral, Jalan Stesen Sentral 5,  
50470 Kuala Lumpur

- Thursday, 17 December 2015  
**Comprehensive Guide to  
Industrial Relations Practice**

Mr. K. Jebaratnam

Mr. Raja Vishnu Sivarajah

IR Law Training Room  
IR Law Sdn. Bhd,  
2B-7-3 Block 2B, Level 7,  
Plaza Sentral, Jalan Stesen Sentral 5,  
50470 Kuala Lumpur

Contact:

IR Law Sdn Bhd, 2B-7-3 Block 2B, Level 7, Plaza Sentral, Jalan Stesen Sentral 5, 50470 Kuala Lumpur

Tel: +603 5033 1812 Fax: +603 2034 9468

[enquiries@irlaw.com.my](mailto:enquiries@irlaw.com.my)

<http://irlaw.com.my>

# Registration Form

# IR LAW WORKSHOPS 2015



HRDF CLAIMABLE

## PARTICIPANT 1

NAME:

DESIGNATION:

EMAIL ID:

TEL NO:

## PARTICIPANT 2

NAME:

DESIGNATION:

EMAIL ID:

TEL NO:

## PARTICIPANT 3

NAME:

DESIGNATION:

EMAIL ID:

TEL NO:

## BANK DETAILS

Bank : Maybank – Taman Melawati Branch  
Account No : 012204111142  
Account Name : IRLaw Sdn Bhd

## TERMS AND CONDITIONS

- Registration may be made through telephone/fax/email/ website form
- Cheques should be made payable to: "IRLaw Sdn Bhd".
- You may make substitutions at any time.
- No refunds will be given for cancellations received less than 5 working days prior to the workshop date.
- Excluding 6% GST.

## COMPANY INFORMATION

COMPANY:

ADDRESS:

TEL NO:

FAX NO:

CONTACT PERSON:

CONTACT'S EMAIL:

COMPANY CHOP / SIGNATURE:

## WORKSHOP FEES

### Workshop Rates

#### 1-day Workshop

RM 550 (IR Law members)

RM700(non members)