



# Labour Ordinance of Sabah (Amendment) Act 2024.



4-5 September 2024

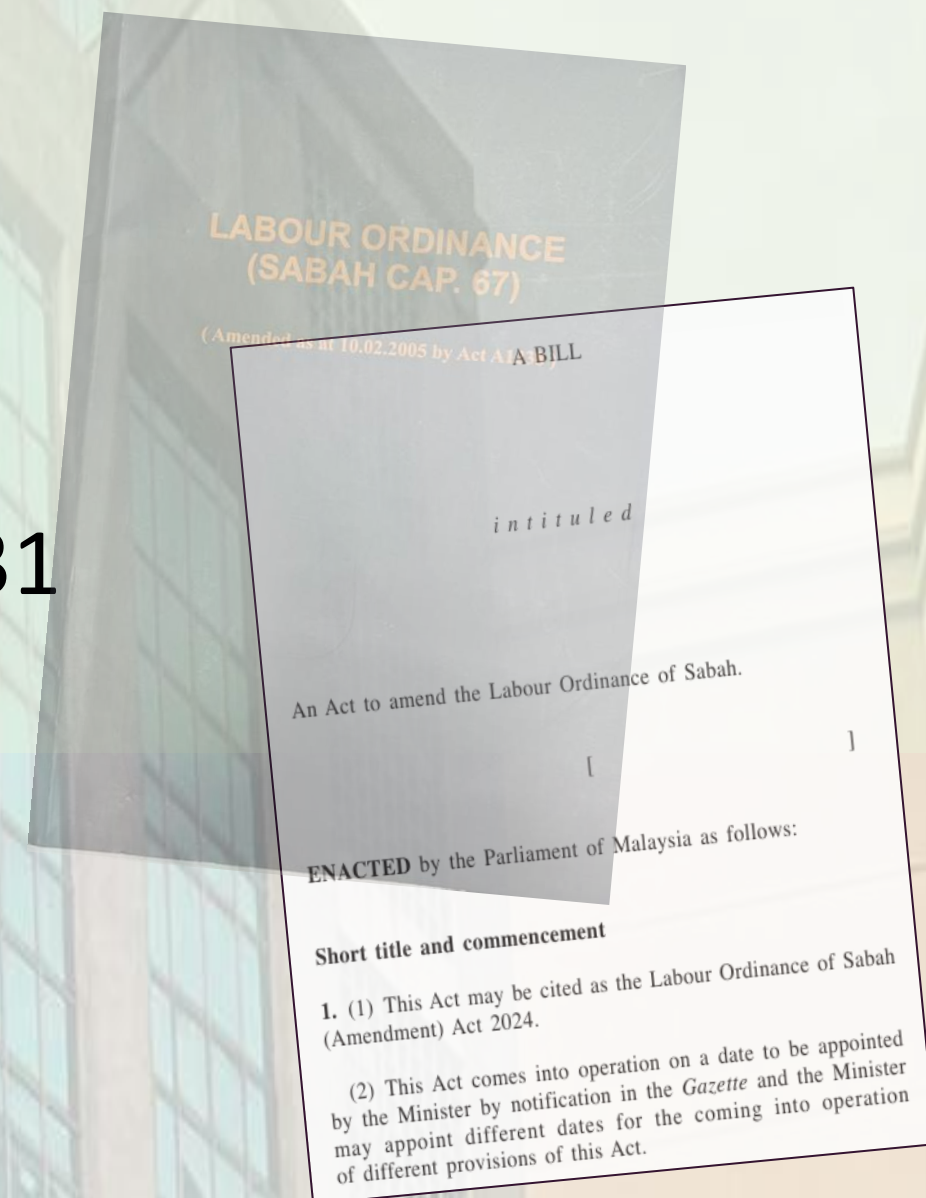
9.00am – 5.00pm

Hilton Hotel, Kota Kinabalu

Fee: RM1,590 per pax (including SST)

Early Bird by 18 AUGUST 2024 : RM 1,431

per pax (including SST)



Senarai Rang Undang-Undang

LAMAN UTAMA DEWAN RAKYAT RANG UNDANG-UNDANG

Kod	Tahun	Tajuk	Status
D.R.42/2024	2024	RUU Ordinan Buruh Sabah (Pindaan) 2024	Bacaan Kali Pertama
D.R.41/2024	2024	RUU Lembaga Pelabuhan Bintulu (Pembubaran) 2024	Lulus
<b>D.R.42/2024</b>			
D.R.40/2024	Bacaan Pertama Pada : 10/07/2024 Bacaan Kedua Pada : Dibentang Oleh : YB Tuan Steven Sim Chee Keong - Menteri Sumber Manusia		
D.R.39/2024			

The Sabah Labour Ordinance (Amendment) Bill 2024 was tabled for its first reading in the Dewan Rakyat on 10/07/2024. The aim of these changes is to **comply with international standards and practices** as required by the International Labour Organization (ILO), in line with Malaysia's obligations and commitments at the international level. This is also the first step towards compliance with the obligations under the Malaysia Agreement 1963.

Unlike the current wage limit of RM2,500 and below, the amendment, once implemented, will cover all employees regardless of their wages, with certain exceptions. Other major changes include a 45-hour workweek, 98 days of maternity leave, paternity leave, increased entitlement to sick leave, sexual harassment investigation procedures, protection against discrimination in employment, flexible working arrangements, changes to provisions on employment of children and young person, provision of minimum standards for housing, accommodation, and amenities, etc. The objectives of this course are:

- To equip participants with the understanding of the new provisions of the Ordinance to ensure proper implementation in the workplace and avoid non-compliance.
- To offer guidance for employers in making changes to their existing human resources policy and contract of employment.

One-Click  
Registration Link  
or Scan QR



Participants will be given access to MEF Academy online classroom to access training materials including soft copy of the SLO, case studies and court cases.

<https://forms.office.com/r/17Lne1KCYC>

## Target Audience

- CEO & Senior Managers
- HR Manager /Executives
- Academician

TIME	DAY 1
8.30am	Registration
9.00am	<ul style="list-style-type: none"> <li>•General Amendment</li> <li>•Scope of the Ordinance</li> <li>•Interpretation and Definition</li> <li>•First schedule, Second schedule &amp; Third schedule</li> </ul>
10.30am	Coffee Break
10.45am	<ul style="list-style-type: none"> <li>•Contract of Employment/Contract for Service</li> <li>•Presumption as to who is employee and employer.</li> <li>•Hours of Work, Overtime Rest Day &amp; Public Holidays</li> <li>•Payment of Wages/Formulas of Wages Calculations</li> <li>•Sick Leave &amp; Hospitalization</li> <li>•Maternity &amp; Paternity Leave</li> </ul>
1.00pm	Lunch Break
2.00pm	<ul style="list-style-type: none"> <li>• Principals, Contractors, Sub-Contractors &amp; Contractors for Labour</li> <li>• Employment of Children &amp; Young Person</li> <li>• Flexible working arrangement</li> </ul>
3.30pm	Tea Break
3.45pm	Case Analysis & Group Activities <ul style="list-style-type: none"> <li>• Analysis of Court Case (Labour Court/Industrial Court/High Court</li> <li>• Interactive Learning</li> </ul>
4.45pm	Summary / Q&A Session
5.00pm	End of Day 1

MEF ACADEMY

## Methodology

- Lectures
- Individuals and group discussions
- Presentation
- On-Line interactive activities

TIME	DAY 2
8.30am	Registration
9.00am	Housing and other amenities <ul style="list-style-type: none"> <li>• Building to comply with requirements</li> <li>• Building endangering health or safety</li> <li>• Nursery</li> <li>• Community hall, sports and other recreational facilities.</li> </ul>
10.30am	Coffee Break
10.45am	Housing and other amenities <ul style="list-style-type: none"> <li>• Duty to provide medical care, etc., and recovery of medical expenses</li> <li>• Accommodation to be certified with Certificate for Accommodation.</li> </ul>
1.00pm	Lunch Break
2.00pm	Sexual harassment <ul style="list-style-type: none"> <li>• Inquiry into complaints</li> <li>• Findings of inquiry by employer</li> <li>• Notice on sexual harassment</li> </ul>
3.30pm	Tea Break
3.45pm	<ul style="list-style-type: none"> <li>• Discrimination in Employment</li> <li>• Forced Labour</li> </ul>
4.45pm	Summary / Q&A Session
5.00pm	End of Day 2



## **DATUK HJ SHAMSUDDIN BARDAN, Executive Director,**

**Datuk Hj Shamsuddin Bardan** heads the Malaysian Employers Federation (MEF) Secretariat with a team consisting about 40 professional staff and 20 support staff. As the Executive Director of MEF, Datuk Hj Shamsuddin is entrusted with the full responsibilities of administrating the organization. Members of MEF employ more than 2.9 million employees. As MEF is the apex private sector employers' organization in Malaysia with more than 6,760 ordinary members and 28 association members, Datuk Hj Shamsuddin in his capacity as the MEF Executive Director recommends policies to be pursued by MEF to the Government in ensuring that the private sector in Malaysia operates in a more business friendly environment so as to ensure the private sector employers remain competitive. The efficient and effective work of Datuk Hj. Shamsuddin in managing MEF is internationally and regionally recognized. He was appointed as the Secretary-General of Confederation of Asia Pacific Employers (CAPE) and Secretary-General of ASEAN Confederation of Employers (ACE) (2013 – 2015).



## **DR. DZULZALANI EDEN (MEFA Director/Trainer)**

Dr. Dzulzalani Eden - As the Director of MEF Academy and a seasoned Trainer, he brings over 30 years of experience in labour and industrial relations. Before joining the Malaysian Employers Federation, he began his career in 1990 with the Ministry of Human Resources, where he held multiple positions, including Senior Labour Officer, Industrial Relations Officer, and Senior Assistant Director of Labour at both the Department of Labour Sarawak and the Ministry's Putrajaya office. His responsibilities encompassed enforcing labour laws through workplace inspections, managing employees' complaints, termination and disciplinary issues, providing advisory services, and engaging in public consultation. His passion for teaching and learning began when he served as a part-time lecturer in labour laws at Universiti Malaysia Sabah and in marketing management at Monash University, Melbourne. Following the attainment of his PhD in Human Resources and Industrial Relations from Victoria University, Melbourne, he assumed the role of Senior Lecturer in Industrial Relations and Labour Studies at Universiti Malaysia Sarawak (UNIMAS) in 2014, where he taught human resources, labour laws, negotiation, and trade unions. He has also taught in the Master's and Doctoral programs at UNIMAS. As an accredited trainer with the Human Resources Development Corporation (HRDC), Ministry of Human Resources, has delivered numerous training sessions across Sarawak, Sabah, and West Malaysia. His sessions cover a range of topics, including the Labour Ordinance, Employment Act, Industrial Relations Act, negotiation and conflict resolution, and managing disciplinary issues. These sessions have been attended by many HR practitioners, managers, and executives.

## **Guest Speaker**

Pn Morian bt. Paidal, Penolong Kanan Pengarah Tenaga Kerja Sabah,  
Jabatan Tenaga Kerja,  
Kota Kinabalu

**For inquiries, contact: 03-74987200 or 016-2541844 / /016-2661844**

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