



GET IT RIGHT - MASTERING THE APPLICATION OF LABOUR ORDINANCE (SABAH CHAP 67) & THE RULES

Date: 19 – 20 AUGUST 2024

Venue: Hilton Hotel, Kota Kinabalu

Time: 9:00 am - 5:00pm

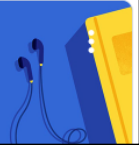
Fee: RM1,590 per pax (including SST)

**Early Bird by 5 AUGUST 2024 : RM 1,431 per pax
(including SST)**

***HRDC Claimable Courses, Payable to MEF Academy
Sdn. Bhd.**

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

MEFA Online Class
MEF Academy Sdn Bhd



INTRODUCTION/OBJECTIVES

The Labour Ordinance (Sabah Chapter 67) is a piece of legislation designed to safeguard the rights and welfare of employees in the state. It serves as a framework for ensuring that employers provide fair and just treatment to their workers and lays out the standards and procedures that employers must follow to comply with the law.

It is important for employers to have the right knowledge of the different interpretation and applications of the Ordinance to avoid unnecessary litigation process such as compound, prosecution and complaints from employees.

This workshop is designed to focus on the applications of Ordinance with discussions and evaluations of real cases decided by the Labour Court and Civil Court. It also provide participants with the strategies in order to ensure the proper implementation of the Ordinance and its foreseeable changes.

OBJECTIVES:

1. *To understand the key provisions of the Labour Ordinance (Sabah Chapter 67) and its appropriate implementations.*
2. *To comprehend the implementation of the Ordinance with reference to decided cases at the Labour Court & appeals at Civil Courts.*
3. *To provide participants with the knowledge and skills in the effective applications of the Ordinance at the workplace and in addressing its foreseeable changes.*

DAY 1	
8:30 am	Registration
9:00	Introduction to Sabah Labour Ordinance and Rules
9:30	Employers Obligations under Labour Rules (Sabah) 2009
	Contract of Employment / Contents of Contract
10:30	Tea Break
10:45	Types of Employment: Permanent/Part Time/Casual How to differentiate employee and non-employee under the law
1:00 pm	Lunch Break
2:00	Hours of Work, Overtime, Rest Day, Leave & Holiday
3:30	Tea Break
3:45	Wages Payment, Advances & Deductions
5:00	End of Day 1
DAY 2	
8:30 am	Registration
9:00	Termination of Contract, Termination & Lay-off Benefits Unfair Dismissal under Industrial Relations Act 1967
10:30	Tea Break
10:45	Complaint & Dispute Handling at the Labour Court
1:00 pm	Lunch Break
2:00	Employment of Women, Children & Young Person & Non-resident
3:30	Tea Break
3:45	Proposed Changes to Labour Ordinance (Sabah Chapter 67) : Reflections to Employment Act (Amendment 2022) <i>(Shorter Working Hours, Presumption of Employees, Paternity, Maternity & Sick Leaves, Hospitalization, Flexible Working Arrangement, Forced Labour, Workplace Discrimination, Children & Young Person, Housing & Amenities) by Guest Speaker Pn Morian bt. Paidan, Dept Labour Sabah</i>
5:00	End of Day 2

TRAINERS PROFILE



DR. DZULZALANI EDEN, Director – MEF Academy with more than 30 years experience in the field of labour and industrial relations. Prior to joining the Malaysian Employers Federation, he began his career in 1990 with the Ministry of Human Resources, where he had held various positions namely as Labour Inspector, Senior Labour Officer cum Industrial Relations Officer and Senior Assistant Director of Labour at the Department of Labour Sarawak as well as at the Ministry's Putrajaya office. The main duties carried out in these roles include enforcement of labour laws through workplace inspection, conciliation and handling of labour complaints and dismissal cases, advisory roles, other labour matters and consultations with the public. In 2014 he joined Universiti Malaysia Sarawak (UNIMAS) and pursued a role as a Senior Lecturer of Industrial Relations and Labour Studies at the Faculty of Social Sciences and Humanities teaching labour and industrial relations laws, negotiation and trade unions. He has also taught industrial relations and labour laws at Universiti Malaysia Sabah. A strong educational professional having a doctorate in industrial relations and human resource management from Victoria University, Melbourne, he is also a certified trainer with the Human Resources Development Corporation (HRDC), Ministry of Human Resources.



MR ASARAF SAHIMUN or fondly known as Ash is a young Sabahan professional that has worked with various organizations ranging from MNC, Public-listed Corporation to SME. He has assumed several designations throughout his career, started off as an HR Associate to HR Manager before he joined MEF as one of the Industrial Relations Consultants.

As MEF Consultant, he is entrusted to provide advices to MEF members with regards to labour laws among other things and also, representing them at the Labour and Industrial Courts in Sabah. His vast HR experience has enabled him to provide constructive advices and feedbacks to Sabah MEF members. He holds a degree in law and a master degree specializing in criminal justice from University of Malaya (UM). As an HRD Corp Certified Trainer, he conducts public and in-house trainings to all HRD Corp claimable courses.

WHO SHOULD ATTEND?

- Human Resources/Industrial Relations practitioners/officers
- Head of Department/Units
- Operations Managers, Supervisors and staff at Management Level

Course Fees:

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SCHEME CODE :

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REGISTRATION

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<https://forms.office.com/r/gLqC056TH5>

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