



# GET IT RIGHT

Mastering the  
Application of Labour  
Ordinance (Sarawak  
Chap. 76) & The Rules

正确掌握

熟悉砂拉越劳工法令（第  
76章）和条例的应用

**Main Medium: Conducted in English**  
主要媒介：英文



**Date : 11 & 12 July 2024**

日期：2024年7月11日至12日

**Venue : Kingwood Hotel, Sibul Sarawak**

地点：砂拉越诗巫晶木酒店

**Time : 8.30am - 5.00pm**

时间：上午8时30分至下午5时

**Course Fees : RM 1,590.00**

费用：每人1,590令吉（含税）

**Member/pax including SST**

**\*HRDF Claimable**

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**Limited seats available!**  
名额有限!

SIBU: GET IT RIGHT - MASTERING  
THE APPLICATION OF LABOUR  
ORDINANCE (SARAWAK CHAP 76)



# Trainers



**DR. DZULZALANI EDEN**, Director of MEF Academy, has over 30 years of experience in labour and industrial relations. He began his career in 1990 with the Ministry of Human Resources, holding roles such as Labour Inspector, Senior Labour Officer and Senior Assistant Director of Labour. His duties included enforcing labour laws, handling labour complaints and dismissal cases, and providing consultations. In 2014, he joined Universiti Malaysia Sarawak (UNIMAS) as a Senior Lecturer in Industrial Relations and Labour Studies. He has also taught at Universiti Malaysia Sabah. Dr Dzul holds a doctorate in industrial relations and human resource management from Victoria University, Melbourne, and is a certified trainer with the HRDC

# Guest Speaker




**MR PHANG PIN**, a Senior Assistant Director, Department of Labour Sarawak, currently attached to the Enforcement Division, Department of Labour Sarawak. He has worked with the Department of Labour Sarawak since 2005 and has served as the Assistant Director of Labour at Labour Office Kuching from 2005 to 2015, Labour Office Sibu from 2015 to 2017. He holds Bachelor of Science (Human Resource Development) from Universiti Putra Malaysia in 2004 and has been actively conducting trainings and briefing on labour and employment issues with various institutions.


| Day 1 第一天   | Day 2 第二天   |
|---|---|
| 8.30am Registration 登记  | 8.30am Registration 登记  |
| 9.00am Key Definitions/Interpretations<br>关键定义/诠释   | 9.00am Termination of Contract,<br>Termination & Lay-off Benefits &<br>The Application of Related Rules<br>终止服务合约, 终止或遣散利益与<br>相关条例应用                                 |
| 9.30am Register/Returns & Labour Rules<br>雇员注册/呈报/劳工条例  | 10.30am Tea Break 茶点  |
| Contract of Service & Rules on<br>Contents of Contract<br>服务合约与合约内容   | 10.45am Complain & Inquiries - Labour<br>Court Procedures<br>投诉与调查 - 劳工法庭程序   |
| 10.30am Tea Break 茶点  | 1.00pm Lunch Break 午餐   |
| 10.45am Types of Employment :<br>Permanent/Part Time/Casual/<br>Contract for Service 就业类型:<br>固定/部分时间/临时/服务合约 | 2.00pm Special Employment: Women,<br>Children & Young Person & Non-<br>resident 特殊就业: 女性、儿童与<br>少年及非砂拉越人  |
| 1.00pm Lunch Break 午餐   | 3.30pm Tea Break 茶点   |
| 2.00pm Hours of Work, Overtime, Rest<br>Day, Leave & Holiday 工作时间、<br>超时工作、假期福利与公共假期                          | 3.45pm Proposed Changes to Labour<br>Ordinance (Sarawak Chapter<br>76): Reflections to Employment<br>Act (Amendment 2022) 拟议中的<br>砂拉越劳工法令 (第76章) 修正案:<br>2022年雇佣法令的对比 |
| 3.30pm Tea Break 茶点   | 5.00pm End of Day 2 第二天结束   |
| 3.45pm Wages Payment, Advances &<br>Deduction 支付工资、预支与扣薪  |   |
| 5.00pm End of Day 1 第一天结束   |   |

# Introduction

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. 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 此项研讨会旨在关注该法令的应用, 并对法庭判决的真实案例进行讨论和评估, 同时也为参与者提供策略, 以深入了解该法令及拟议中的劳工法令修正案。雇主必须正确了解该法令的不同诠释和应用, 以避免不必要的诉讼程序, 包括罚款、检控和来自雇员的投诉

 To understand the key provisions of the Labour Ordinance (Sarawak Cap. 76) and its appropriate implementations.  
了解砂拉越劳工法令 (第 76 章) 的主要条文及其适当的应用

 To comprehend the implementation of the Ordinance with reference to decided cases at the Labour Court & appeals at Civil Courts. 参考法庭判决与上诉案, 了解该法令的实施情况

 To provide participants with the knowledge and skills in the effective applications of the Ordinance at the workplace and in addressing its foreseeable changes.  
为参与者提供有效的职场法令应用及应对该法令的预测变化