

EVERYTHING ABOUT WAGES UNDER MALAYSIAN LEGISLATIONS & PROGRESSIVE WAGE MODEL – FROM DESIGN TO IMPLEMENTATION

Date: 24 - 25 JULY 2024

(Wednesday /Thursday)

**Venue: MEF TRAINING CENTER,
PETALING JAYA**

Time: 8:30am - 5:00pm

Fee: RM1,800.00 per pax

***HRDC Claimable /**

payable to MEF Academy Sdn. Bhd.

PM: Government committed to implementing
progressive wage policy for private sector



It is not the employer who pays the wages. Employers only handle the money. It is the customer who pays the wages.

— Henry Ford —





INTRODUCTION

This two-day course offers a comprehensive overview of wage definitions under various laws, conditions for payment, deductions, and the structural approach to Progressive Wage System (PWS). The course is designed for employers, HR professionals, and business owners seeking to enhance their understanding on the legal provisions of wages and concepts of PWS. Through a combination of theoretical sessions, case studies, and interactive discussions, attendees will be equipped with the knowledge and skills needed to navigate the complexities of wages regulations and implement sustainable wage models in their organizations.

WHO SHOULD ATTEND?

- Human Resources
- Industrial Relations Practitioners / Officers
- Head of Department / Units Executives and staff at Management Level

Course Fees:

**RM 1,800.00 per pax
(including SST)**

SCHEME CODE :

**HRD Corp Claimable Courses /
payable to MEF Academy Sdn Bhd**

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1 ST DAY	ACTIVITIES
8.30 – 9.00	Registration & Welcoming Coffee
9.00 – 9.15	Introduction and ice breaker
9.15 – 10.30	Session 1: Definition of Wages under the National Wages Consultative Council Act 2011/ Social Security Act/Employment Provident Act/Pembangunan Sumber Manusia Berhad Act. Definition of Wages under Employment Act 1955 - with variation in different contexts <ul style="list-style-type: none"> • General application • Definition of employee (First Schedule) • ORP [S.60I] • Termination & Lay-off [Reg. 6(2). • Priority of Wages [S. 31] • Wages for Incomplete Months
10.30 - 10.45	Morning Coffee Break
10.45 – 12.30	Session 2: Condition to Payment of Wages <ul style="list-style-type: none"> • Wage Period • Priority of Wages • The Truck System
12.30	Lunch Break
13.30 – 15.45	Session 3: Advance & Deductions from Wages
15.45 to 16.00	Afternoon Coffee Break
16.00 – 17:00	Session 4: Case Study on Issues of Wages at the Labour Court/Civil Court
2 nd DAY	ACTIVITIES
9.00 – 9.15	Introduction to Progressive Wage System (PWS)
9.15 – 10.30	Session 1: Concept and Principles of Progressive Wage System (PWS) : what, why and how
10.30 - 10.45	Morning Coffee Break
10.45 – 12.30	Session 2 : Sectoral Progressive Wage (PW) and Occupational PW 7 sectoral PW and 2 occupational PW
12.30	Lunch Break
13.30 – 15.45	Session 3 : Structural approach to PW formulation <ul style="list-style-type: none"> • Organization Structure • Wage setting methodology • Presentation by participants
15.45 to 16.00	Afternoon Coffee Break
16.00 – 17:00	Session 4: key consideration for the successful implementation of PWS

TRAINER



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).

GUEST SPEAKER



MR TOH HONG SENG is currently one of the Directors in the Industrial and Workplace Relations, Singapore National Employers Federation. Mr Toh has over 30 years of practices in Industrial Relations (IR) and Human Resource Management (HRM). He consults member companies on Industrial Relations and HRM matters, e.g. collective bargaining, corporate restructuring, termination and dismissal, furlough and retrenchment. Mr Toh graduated from University of London and obtained a law degree. He is also ACTA and DACE certified trainer. He conducts HR related courses and WSQ and Skills future funded courses including PDPA.

Mr Toh assists companies in formulating HR policies and procedures, drafting employee handbooks, designing compensation and benefits and other HR systems and providing mentorship to aspiring Human Resource Managers. He is the employer representative in negotiations with government and unions. Besides that, he is also involved with the tripartite cluster groups implementing progressive wage model in Singapore.

REGISTRATION

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Please register via this link :

<https://forms.office.com/r/V0gWH5wZGF>



For any further enquiries please call or email at :-

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