



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

**Date: 24 & 25 April 2024**

**Venue: Hilton Hotel, Kota Kinabalu**

**Time: 8:30am - 5:00pm**

**Fee: RM1,590 per pax**

**\*HRDC Claimable  
payable to 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 Cap. 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	Key definitions / interpretations
9:30	Register>Returns & Labour Rules
	Contract of Service & Rules on Contents of Contract
10:30	Tea Break
10:45	Types of Employment: Permanent/Part Time/Casual/Contract for Service
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 & The Application of Related Rules
10:30	Tea Break
10:45	Complaint & Inquiries- Labour Court Procedures
1:00 pm	Lunch Break
2:00	Special Employment : Women, Children & Young Person & Non-resident
3:30	Tea Break
3:45	Proposed Changes to Labour Ordinance (Sabah Chap. 67) : Reflections to Employment Act (Amendment 2022) <i>(Shorter Working Hours, Presumption of Employees, Paternity, Maternity &amp; Sick Leaves, Hospitalization, Flexible Working Arrangement, Forced Labour, Workplace Discrimination, Children &amp; Young Person, Housing &amp; Amenities).</i>
5:00	End of Day 2



## TRAINERS PROFILE



**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.

### **About MEF/MEFA**

The Malaysian Employers Federation (MEF) is the central organisation of private sector employers in Malaysia recognised nationally, regionally and internationally. Established in 1959, MEF promotes and safeguards the rights and interests of employers. MEF provides a forum for consultation and discussion among members on matters of common interest and seeks for the adoption of sound principles and practices of human resource and industrial relations through information, advice, research and information, training and other activities.

The MEF Academy (MEFA) brings into reality the Malaysian Employers Federation's (MEF) vision of being the pioneer institution to merge the tripartite requirements of the employer/employment market, the education industry as well as the individual/human resource development needs. MEF Academy is registered training provider with the Human Resources Development Corporation (HRD Corp) as the Training Provider. Most of our training courses have been granted the Approved Training Programme (ATP) status under the Human Resources Development Act 1992.

## WHO SHOULD ATTEND?

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

**Course Fees:**  
**RM 1,590 per pax**  
**(including SST)**

**SCHEME CODE :**

**HRD Corp Claimable Courses : SKIM BANTUAN  
LATIHAN KHAS (HRD CC)  
payable to MEF Academy Sdn Bhd**

## REGISTRATION

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

Please register via this link :

<https://forms.office.com/r/eDFz2yn3gg>

**For any further enquiries please email or call:**

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