

**TERMINATION OF EMPLOYMENT**  
**23 JULY 2024 (9:00 am – 5:00 pm)**



**PERSEKUTUAN MAJIKAN-MAJIKAN MALAYSIA**  
**MALYSIAN EMPLOYERS FEDERATION**



**23 JULY 2024 (9:00 am – 5:00 pm)**  
**VENUE : EASTIN HOTEL, PETALING JAYA**

Course Fees: RM1000 / pax (including SST)  
Member

***SCHEME CODE :***

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



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## INTRODUCTION / OBJECTIVES

The current Covid19 Pandemic has resulted in many employers being faced with difficult financial and business challenges. In this current tough economic condition the employer may also be faced with a situation which may lead to the need to rightsize their organization and involve the termination of its employees. Hence, proper management and handling of termination of employees will be a critical issue.

This course has been designed to identify specifically the different types of termination of employment. Participants will be exposed to the proper procedures that needs to be adopted in dealing with different situations. Specific cases dealt by the Industrial Court and identifying the pitfalls during the termination process will also be discussed.

## TRAINING METHODOLOGY

- Lectures
- Interactive Discussions
- Case studies in Google classrom

## COURSE OUTLINE

Basis for termination of Employment:

- Dismissal for misconduct
- Fixed term contract issues
- Retrenchment -Overview of process and procedures
- Retirement

Constructive dismissal

Poor performance issues

- Frustration of Contract on Medical Grounds
- Resignation
- Dismissal for misconduct
- VSS
- Retirement
- and more

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## WHO SHOULD ATTEND?

- All those involved in handling personnel and industrial relations functions

PLEASE REGISTER USING THIS LINK :

<https://forms.office.com/r/qujVLa263Q>

**ENQUIRIES** : Pn Nazlina ([nazlina@mef.org.my](mailto:nazlina@mef.org.my))  
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## EXPERIENCE TRAINER

Mr Nantha Kumar, Principal Consultant - IR, joined MEF since 2009. He has represented numerous member companies at the Industrial Court, Labour Court and CA negotiation and conciliation proceedings and Court cases. He has previous working experience with a Bank where his last position was as a Senior Executive in the Operations Control/Audit Review Dept. He left in 2000 to further his legal studies. After qualifying as an Advocate & Solicitor he practiced with Messr Sri Ram & Co and Messr P Kupusamy & Co specializing in Employment Laws. He has extensive experience in IR matters including conducting training programs.