



Malaysian Society for  
Labour and Social Security Law

In collaboration with



# EMBRACING CHANGE IN EMPLOYMENT

**8 - 9 MARCH 2023**  
AVANTE HOTEL, PETALING JAYA

DAY **1**

DAY > WEDNESDAY  
DATE > 8 MARCH 2023  
TIME > 8:30 AM - 5:30 PM

DAY **2**

DAY > THURSDAY  
DATE > 9 MARCH 2023  
TIME > 8:30 AM - 12:30 PM

The 2023 MSLSSL Employment Conference: Embracing Change in Employment takes a fresh approach in discussing the changes that are sweeping across the employment landscape. Recent changes in laws have brought issues like workplace discrimination and sexual harassment to the forefront while global changes perhaps accelerated by the pandemic have given centre space to flexible working arrangement and global mobility. Occupational safety and health matters too have not evaded the fast-evolving changes. These developments in law will inevitably give rise to new approaches in employment litigation.

Our conference brings together our home grown doyens in labour and employment and experts from other professional fields to give our audience insight into what may be expected and how to be best prepared. Our panellists also include speakers from countries like India and Australia who will share with us how case law developed in their respective countries.

A conference designed for Senior Management, HR professionals, legal counsel, students and any individual seeking an in depth understanding of crucial areas of employment law through thought-provoking, engaging, and solution oriented sessions.

NORMAL  
PRICE

**RM 1,800**

EARLY  
BIRD  
PRICE

**RM 1,500**

MSLSSL  
MEMBERS

**RM 1,200**

New MSLSSL membership - RM100 per year. For registration, please email [foo.siewli@skrine.com](mailto:foo.siewli@skrine.com)



Claimable

## DAY 1 - 8 MARCH 2023

08:30am - 09:00am

### Registration

09:00am - 09:10am

### Welcome Speech

**R. Ravindra Kumar**, President of MSLSSL, Partner, Raja, Darryl & Loh

09:10am - 09:45am

### Keynote Address

**YA Tuan Anand Ponnudurai**, Judge, High Court Penang

09:45am - 10:45am

### Session 1 : Employment Act Amendments 1955

#### Title

Exploring the Amendments to the Employment Act 1955

#### Speakers

**Tham Li Vyen**, Partner, Raja, Darryl & Loh

**YBRS Hj. Mohd. Asri bin Abdul Wahab**, Deputy Director General (Operational) Department of Labour Peninsular Malaysia

#### Synopsis

On 1 January 2023, the amendments to the Employment Act 1955 came into force. How have the amendments impacted the Malaysian workforce? What steps have organizations taken to adapt to the changes? How will the amendments continue to change and shape the Malaysian employment landscape? Join our panellists as they explore these issues during this session.

10:45am - 11:00am

### Morning Break

11:00am - 12:15pm

### Session 2 : Flexible Work Arrangement

#### Title

Rethinking 9 - 5 : The Demand for Flexible Work Arrangements

#### Speakers

**Mayank Francis Dias**, Advocate Michael Dias & Associates (India)

**Kartina Abdul Latif**, Tax Advisory Partner

#### Synopsis

With the onset of the Covid-19 pandemic, flexible work arrangements have fulfilled the global want for hybrid working and a work-life balance. In India, Labour Codes have been enacted that legally recognise the concept of 'Work from Home', Gig workers, and Platform workers. Globally, there is a growing need for organisations to create modernised policies that set clear guidelines about how, where, and when work is done, eliminate proximity bias, and allow all employees to produce their best work. This session will discuss the evolution of FWA in India and its present challenges, as well as insights on how flexible work is shaping up in 2023 and what flexible work strategies can be implemented to thrive sustainably for organisations in Malaysia.

12:15pm - 01:30pm

### Lunch

## DAY 1 - 8 MARCH 2023 (CONTINUED)

01:30pm - 02:30pm

### Session 3 : Global Mobility

#### Title

Making Moves : Navigating the Evolving Global Mobility Landscape

#### Speakers

**Manish Mehta**, Regional Director of Payroll Operations, Propay Partners

**Chee Ying Cheng**, Executive Director / Partner Global Employer Service, Deloitte

**Tan Keat Meng**, Director, Immigration, Global Employer Services, Deloitte

#### Synopsis

As enterprises are embracing lean business expansion globally, Professional Employer Organisations (PEO) are becoming key players to help global ventures establish employee presence in countries of their choice without having to directly start a legal business entity all by themselves. Hand in hand, Malaysian authorities are also encouraging the implementation of remote/flexible work policies by hosting new visas to stay relevant and attract foreign talents to Malaysia. Besides, our Malaysian tax laws are also catching up to embrace the updated work trends and immigration policies through the introduction of "Monthly Tax Deduction (MTD) As Final Tax". This session, therefore, aims to explore the role of PEOs in supporting the movement of global mobility, address the common misconceptions about employers' tax obligations and reveal the synergy between immigration and employment tax.

02:30pm - 03:45pm

### Session 4 : Discrimination

#### Title

Workplace Discrimination

#### Speakers

**Selvamalar Alagaratnam**, Partner, Skrine

**Melissa Scadden**, Managing Partner, Justitia, Australia

**Meera Samanther**, Disability-Gender activist, Past-President, Women's Aids Organisation & Association of Women Lawyers

#### Synopsis

Unfair, unkind, not nice – what amounts to discrimination? How far does the employer's obligation extend? Where do we draw the line between discretion and discrimination? This session will provide an in-depth and holistic look into discrimination at the workplace and discuss the potential repercussions of discrimination complaints/claims and how to navigate the employment landscape in light of the newly introduced provision to the Employment Act which applies to all employees.

03:45pm - 04:00pm

### Afternoon Break

04:00pm - 05:15pm

### Session 5 : Anti-Sexual Harassment

#### Title

Just Cause or Just Because? : Adjudicative Challenges & Legislative Changes

#### Speakers

**Janice Anne Leo Selvanathan**, Partner, Steven Thiru & Sudhar Partnership

**Adrienne Sena**, Associate, Steven Thiru & Sudhar Partnership

#### Synopsis

Dismissing an employee on grounds of committing the misconduct of sexual harassment is nothing new. Whilst a company's enthusiastic approach in ensuring a victim of sexual harassment is protected and defended is applauded, companies often meet with challenges when faced with an unfair dismissal claim by the perpetrator. What are these challenges in proving the misconduct of sexual harassment? Does the recently passed Anti-Sexual Harassment Act 2022 meet these challenges?

## DAY 2 - 9 MARCH 2023

08:30am - 09:00am

### Registration

09:00am - 10:00am

### Session 6 : OSHA

#### Speakers

**Tatvaruban Subramaniam**, Partner, Skrine

**Desiree Nathan**, Managing Partner, EEHSSE Consulting Sdn. Bhd.

10:00am - 11:00am

### Session 7 : Investigations

#### Title

Best practices while performing an investigation and how companies should deal with increasing fraud risks

#### Speakers

**Saket Bharti**, Managing Director, Forensic Investigations and Intelligence, Southeast Asia, Kroll

**Chari TVT**, Senior Advisor, Kroll

#### Synopsis

After COVID-19, there has been a gradual return to office; however, one of the key issues for overseas is how to mitigate fraud risks arising from remote working conditions, weakened internal controls, pressure to improve performance due to poor performance by the company, and its business partners and how to respond once fraud is discovered. Kroll's 2022 Global Fraud and Risk Report, showed that over four in five (82%) respondents said their organizations had been significantly impacted by fraud, corruption, illicit activity, money laundering, or other serious misconduct. In this session, we will discuss on :

- Current fraud risks in South East Asia/ Malaysia (latest trends in fraud, compliance, and governance environment)
- Some case studies (best practices) of fraud mitigation and compliance measures
- Dos and don'ts while performing internal investigations Legal implications for directors and key management personnel when fraud is identified/reported

11:00am - 11:15am

### Morning Break

## DAY 2 - 9 MARCH 2023 (CONTINUED)

11:15am - 12:15am

### Session 8 : Litigation

#### Title

Employment Litigation : Recent Judicial Trends

#### Speakers

**Wong Keat Ching**, Partner, Zul Rafique & Partners

**Wardati Pathor Rahman**, Industrial Relations Manager, PETRONAS

**Chua Kim Lin**, Executive Director, Malayan Commercial Banks Association (MCBA)

#### Synopsis

This topic aims to highlight recent judicial decision that impact current labour law practices for employees and employers, specifically in relation to misconduct, the proportionality of punishment, constructive dismissal, and fixed-term contracts. This topic will also provide practical solutions to employers to help mitigate employment litigation claims.

#### Cases that will be discussed

1. Maritime Intelligence Sdn Bhd v Tan Ah Gek [2021] 10 CLJ 663 (Federal Court)
  - An employer cannot rely on any post-dismissal evidence/reasons to justify that dismissal was with just cause and excuse.
2. Ahmad Zahri bin Mirza v AIMS Cyberjaya Sdn Bhd [2020] 1 LNS 494 (Federal Court)
  - The Federal Court established three main considerations to ascertain whether a fixed term contract is genuine or not, which are (i) intention of parties, (ii) subsequent conduct of the employer; and (iii) nature of the employer's business and employee's work.
3. Ng Teck Fay v Mahkamah Perusahaan [2021] 4 ILR 481 (Court of Appeal)
  - An employee cannot be demoted to a position he has not held previously.
4. Norizan Bakar v Panzana Enterprise Sdn Bhd [2013] 4 ILR 477 (Federal Court)
  - The Industrial Court can substitute the punishment imposed by the employer by applying the doctrine of proportionality.

12:15pm - 12:30pm

### Closing Remarks

**P. Jayasingam**, Immediate Past President of MSLSSL, Partner, Zul Rafique & Partners

# SPEAKERS PROFILE

EMBRACING CHANGE IN EMPLOYMENT

## YA TUAN ANAND PONNUDURAI

JUDGE, HIGH COURT PENANG

Justice Tuan Anand Ponnudurai was called to the Malaysian Bar in 1991 and commenced his legal career at Shearn Delamore & Co in their industrial law department. He then joined Lobo & Associates in 1994 and subsequently Sri Ram & Co in 1998, where he continued to practice predominantly in the fields of Employment Law/Industrial Relations and Administrative Law. In 2001, his Lordship left to form Bodipalar Ponnudurai De Silva where he continued to argue many landmark cases. He was appointed a Judicial Commissioner in 2019 and was elevated to a High Court Judge in April 2022. He was the Chairman of the Kuala Lumpur Bar from 2009 -2011. He was also the Chairman of the Malaysian Bar Council's Industrial and Employment Law Committee for many years until 2019. Justice Anand has authored the Malaysian Chapter in the Treatise "International Employment Law" and is also the author of the chapter on Employment Law in the publication of Bullen & Leake & Jacob's Malaysian Precedents of Pleadings.



## ADRIENNE SENA

ASSOCIATE, STEVEN THIRU & SUDHAR PARTNERSHIP

Adrienne Sena is an Associate at Steven Thiru & Sudhar Partnership. Adrienne holds a First Class Bachelor of Laws from the University of Manchester and was called to the Bar of England and Wales by the Middle Temple in 2019. Since being called to the Malaysian Bar in 2020, Adrienne practices general litigation with a focus on employment law.

## CHARI TVT

SENIOR ADVISOR, KROLL

Chari is a senior finance professional with 40 years of experience in the Technology and Telecom sectors across Asia Pacific. Most recently, Chari was the CFO of Axiata Group, one of Asia Pacific's largest telecommunications conglomerate. Chari has significant corporate governance experience as a senior executive and director on two large listed company boards influencing key stakeholders to steer businesses to deliver results. He also has experience of leading cultural change, building cross-functional leadership teams & organizational capabilities.



## CHEE YING CHENG

EXECUTIVE DIRECTOR / PARTNER, GLOBAL EMPLOYER SERVICES, DELOITTE

Ying Cheng has over 20 years of cumulative experience from major accounting firms, in advising on talents mobility management, rewards compensation schemes, employment tax, immigration compliance, and payroll-related compliance. Prior to joining Deloitte, she led the talents mobility practice of a multinational company as an in-house lead in managing global talent moves covered areas such as talent mobility policies, cross-border employment taxes, global payroll, and immigration compliance for multiple jurisdictions. Ying Cheng is a Chartered Accountant of the Malaysian Institute of Accountants (MIA), a Fellow Member of the Association of Chartered Certified Accountants (ACCA), and a Member of the Chartered Tax Institute of Malaysia (CTIM).



# SPEAKERS PROFILE

EMBRACING CHANGE IN EMPLOYMENT

## CHUA KIM LIN

EXECUTIVE DIRECTOR, MALAYAN COMMERCIAL BANKS ASSOCIATION (MCBA)

Chua is currently the Executive Director of the Malayan Commercial Banks Association (MCBA), an employer's trade union representing 20 banks in Malaysia in its negotiation with 2 national and 2 state unions. Prior to this, Chua was the Regional Head, of HR Shared Services and Industrial Relations of CIMB for over 16 years. During this period, besides overseeing the areas of Industrial Relations and HR Operations, including HR Systems, he was also involved in the bank's business expansion across various countries. He was appointed the HR Advisor in Thailand upon the acquisition of a bank there and managed the HR transition when the Group acquired the cash equity businesses across 7 countries in Asia Pacific. This provided him an insight into the employment practices in major countries like Thailand, Australia, Hong Kong, Korea, India, Taiwan, and China. He was also previously attached to a large Malaysian conglomerate which was involved in multiple businesses in expressways, construction, property development, telecommunication, and pharmaceutical manufacturing. Here, he was responsible for the strategic HR planning and development for the Group. In addition, Chua also had stints in 2 other major banks and a manufacturing company. Chua holds a CLP, Bachelor of Jurisprudence (External), Masters in Business, and Bachelor of Arts. He is also a panel member of the Industrial Court and Appellant Board of SOCSO.



## YBRS HJ. MOHD ASRI BIN ABDUL WAHAB

DEPUTY DIRECTOR GENERAL (OPERATIONAL), DEPARTMENT OF LABOUR PENINSULAR MALAYSIA

Kartina comes with more than 20 years of People and Organisation consulting experience in broad industry sectors such as Financial services, Oil & Gas, Healthcare, Government & Public sector. She is currently a Partner in Tax Advisory in providing workforce related advisory on employer compliance, employment tax, payroll and HR managed services, workforce and organisation transformation. In her previous role, she was the Senior Executive Director in leading People and Organization practice at PwC Consulting Malaysia. Her specialties include: National Human Capital Development, Digital government transformation, People-focused business transformation, People governance, Organisational design, HR transformation, Programme & Change Management. This has given her both breadth and depth of understanding for the business and ability to connect business results through creative people strategies



## JANICE ANNE LEO SELVANATHAN

PARTNER, STEVEN THIRU & SUDHAR PARTNERSHIP

Janice Anne graduated in 1997 from the University of London (LLB.(Hons)), she completed the CLP at University Malaya in 1999, and was admitted as an Advocate & Solicitor of the High Court of Malaya in 2000. She obtained her Masters degree in Industrial Relations and Human Resource Management from the University of Sydney in August 2002. Janice has handled numerous employment-related disputes at the Industrial Court and judicial review applications at the High Court and argued appeals at the Court of Appeal and Federal Court. She also handles various aspects of employment-related advisory work for both local and foreign clients. Janice's other areas of practice include administrative law, planning law, and general litigation. Janice also speaks on employment-related matters at conferences/seminars both locally and internationally. In October 2002, Janice joined Messrs Shook Lin & Bok as a Legal Associate, specializing in employment law, and was made a Partner on 1st January 2011. In May 2018, she joined Messrs Steven Thiru & Sudhar Partnership as a Partner. Her other professional memberships include the Committee Member, Bar Council Industrial and Employment Law Committee, Trainer, Bar Council Advocacy Training Committee, Member, Malaysian Society for Labour and Social Security Laws, Member, LAWASIA Employment Law Committee.



## KARTINA ABDUL LATIF

TAX ADVISORY PARTNER

Kartina comes with more than 20 years of People and Organisation consulting experience in broad industry sectors such as Financial services, Oil & Gas, Healthcare, Government & Public sector. She is currently a Partner in Tax Advisory in providing workforce related advisory on employer compliance, employment tax, payroll and HR managed services, workforce and organisation transformation. In her previous role, she was the Senior Executive Director in leading People and Organization practice at PwC Consulting Malaysia. Her specialties include: National Human Capital Development, Digital government transformation, People-focused business transformation, People governance, Organisational design, HR transformation, Programme & Change Management. This has given her both breadth and depth of understanding for the business and ability to connect business results through creative people strategies



# SPEAKERS PROFILE

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## MANISH MEHTA

REGIONAL DIRECTOR OF PAYROLL OPERATIONS, PROPAY PARTNERS

Manish Mehta is Regional Director of Payroll Operations at Propay Partners, now part of UK-based activpayroll. A payroll strategist for over 20 years, Manish heads the company's in-country sales, global partnerships, product design, development, and customisation over multiple industry sectors. Manish builds hybrid payroll functions and efficiency models that allow companies to scale without compromising on value. He has expertise running payroll for numerous multinationals, global startups and has designed payroll blueprints for various first-time global enterprises in Malaysia. Prior to co-founding Propay Partners, Manish spent four years at HSBC Malaysia's Corporate and Personal Banking services department where he led process, management, and customer delivery. An alumnus of National University Malaysia, Manish graduated in Finance in 1995. He is also a Volunteer Member of HR Committee (EU-Malaysia Chamber of Commerce & Industry) since 2017. Manish is also a key speaker at several industry roundtables, moderating panels and promoting thought leadership. Outside work, he likes exploring new countries, cultures, and swimming.



## MAYANK FRANCIS

ADVOCATE, MICHAEL DIAS & ASSOCIATES (INDIA)



Mayank Francis completed his Bachelor's of Commerce (Hons.) and pursued his LLB from the Faculty of Law (CLC), Delhi University. Subsequently, after his graduation in 2015, he did his Clerkship with Hon'ble Justice Vikramajit Sen at the Supreme Court of India. In 2017, he joined his family law firm Michael Dias & Associates, where he specializes in Employment Laws. He is adept at handling all matters emanating from an Employer-Employee relationship and actively engaged in providing legal advisory services to Employers on various facets of Employment laws and more particularly on the four Labour Codes. He is also associated with several Employer Organisations and is the Assistant Secretary of The Employers Association, Delhi, which was established in 1986. He is a Life Member of the National Labour Law Association. He also works actively in the field of Prevention of Sexual Harassment of Women in the Workplace and is a part of several Internal Committees constituted under the POSH Act. He presented his research paper at the National Law University, Delhi on the 'Future of Work, Labour Policy and Employer-Employee Relationship'. He presented his paper at the LAWASIA conference on Employment laws in Fiji. He participated in the BRICS program on 'Promoting Better Labour Outcomes for Youth'. His contribution to Labour Laws was acknowledged by the World Bank in their Ease of Doing Business Reports of 2019 & 2020. He attended the International Labour Organisation Training for Safety & Hygiene at the Workplace in 2021 and is qualified as an ILO Health & Hygiene Ambassador. He peer-reviewed and contributed to the ILO's Report on 'Good Employee Relation practices in responding to the Covid-19 pandemic and lessons learned: India' in 2022.

## MEERA SAMANTHER

DISABILITY-GENDER ACTIVIST, PAST-PRESIDENT, WOMEN'S AIDS ORGANISATION & ASSOCIATION OF WOMEN

From an all-girl school in Bukit Bintang to Brighton, United Kingdom, Meera Samanther completed her Masters in Law in the areas of Intellectual Property and Shipping Law and became a commercial lawyer at Shearn Delamore & Co for 12 years. She gave up the practice in 1995 while simultaneously joining a non-governmental organization that operates a shelter for survivors of domestic violence. In 2000, Meera was then elected president of that NGO, the Women's Aid Organization (WAO) after rejoining legal practice to work exclusively on human rights. In 2006, Meera represented WAO as part of a six-member NGO team in New York before the CEDAW Committee the women's rights convention ratified by Malaysia. 10 years as WAO president and as a member of the International Advisory Board of the Coalition of sexual Bodily Rights (CSBR), which brings together people from the Asia-Pacific region to discuss, strategize, and lobby on issues related to women's body rights autonomy. Aside from co-chairing the Law and Policy Subcommittee of the National Steering Committee on Violence Against Women, she was also an active member of the steering committee of the Fiesta Feminista Movement - an initiative that brought young women and men together to strategize on issues of feminism, human rights, and democracy after which, she was elected President of the Association of Women Lawyers (AWL), a non-governmental organization dedicated to promoting the rights, welfare, and professional development of women lawyers and graduates in Malaysia. Meera has been involved in advocacy for people with disabilities and is part of the Harapan OKU Law Reform Group, which advocates for amendments to the Law for People with Disabilities. Meera is also the advocacy council's representative for law reform on the Law on Persons with Disabilities and is currently a committee member of AWL.



## MELISSA SCADDEN

MANAGING PARTNER, JUSTITIA, AUSTRALIA



Melissa Scadden is Managing Partner at Justitia, an Australian employment law firm. She advises employers on the full gamut of employment law matters and enjoys working with her clients to take a proactive approach to create workplaces where employees can thrive comfortably rather than just mitigating the risks when problems arise. Having spent time working in-house in Australia and overseas, Melissa has insight into how to work with employers to add value and find solutions rather than simply providing legal advice. Melissa has experience working with large private sector clients across a range of industries including education, local and state government, statutory authorities, healthcare, Professional services, and employment. She has been involved in major projects and matters including corporate restructurings and complex workplace investigations and reviews. She regularly advises employers on a range of employment law matters, including discrimination claims, post-employment restraints, misconduct and performance management, termination of employment (including negotiated settlements), and Fair Work Commission (FWC) proceedings. She has a keen interest in alternative dispute resolution, is a trained mediator, and regularly conducts workplace training.

# SPEAKERS PROFILE

EMBRACING CHANGE IN EMPLOYMENT

## P JAYASINGAM ("JAYA")

HEAD OF THE LITIGATION AND EMPLOYMENT & INDUSTRIAL RELATIONS PRACTICE GROUPS



He graduated with a Bachelor of Laws (Hons) degree from the University of London and a Master of Laws from University College, London. He is also a Barrister-at-Law of Gray's Inn and was called to the English Bar in 1984. He was admitted as an Advocate & Solicitor of the High Court of Malaya in 1986. He is also the Co-Chairperson of the Industrial and Employment Law Committee of the Bar Council Malaysia and President of the Malaysian Society for Labour and Social Security Law (MSLSSL). Jaya has been named as an Elite Practitioner 2020 by Asialaw Profiles and Leading Individual 2020 by Legal 500 Asia Pacific. Further, his firm was declared to be the Malaysia Employment Law Firm of the Year for 2015 and 2017 by Asian Legal Business, and the In-House Community Firm of the Year 2018 and 2019 for Employment by Asian-mena Counsel. Jaya handles a litigation portfolio of civil and industrial relations (IR) matters. In IR, he regularly handles cases for and on behalf of employers. He regularly appears in the Industrial Court and routinely advises and handles disputes relating to dismissal/constructive dismissal, collective agreements, redundancy/retrenchment, change of ownership of the business, and other employment-related issues. He also appears in the High Court, Court of Appeal, and Federal Court to argue issues such as the High Court's supervisory powers over the Industrial Court's decisions as well as to defend employers against common law claims for wrongful dismissal. Jaya's field of expertise is not limited to litigation. He has advised on the transfer of employees in the sale of a business; voluntary separation scheme (VSS); retrenchment; the change of business ownership and the effect of collective agreements on successors, assignees, or transferees of the business. To add value to his legal services, Jaya also conducts seminars and training on IR/employment issues for his clients.

## SAKET BHARTIA

MANAGING DIRECTOR, FORENSIC INVESTIGATIONS AND INTELLIGENCE, SOUTHEAST ASIA, KROLL

Saket Bhartia is a managing director in the Forensic Investigations and Intelligence practice, based in Singapore. Saket leverages more than 20 years of experience assisting clients in investigating financial statement fraud, siphoning off funds, embezzlement, asset misappropriation, bribery and corruption issues, regulatory non-compliance, code of conduct violations, supply chain leakages, and ethics violations.



## SELVAMALAR ALANGARATNAM

PARTNER, SKRINE



Selvamalar heads the firm's employment law department. She provides integrated support to a wide range of clients in various industries on all employment and human resources matters, including compliance with all laws applicable to employment relationships, management of employee departures, whether through collective downsizing or individual terminations for misconduct or poor performance, protection of confidential and proprietary information, investigations and disciplinary actions, trade union both recognition and collective bargaining, dispute resolution at all levels and corporate immigration. She is a sought-after advisor to companies in managing and addressing the social criteria of ESG requirements. She also provides strategic advice on internal fraud management, advising clients on high-profile and highly sensitive matters involving fraud committed by employees and the options available to companies to seek redress against wrongdoers. Her client base spans various sectors and includes regulators. Her practice also extends to compliance on bribery and corruption as well as acting for medical practitioners in negligence and malpractice suits.

## TAN KEAT MENG

DIRECTOR, IMMIGRATION, GLOBAL EMPLOYER SERVICE, DELOITTE

Keat Meng is a Director, Immigration at Deloitte Malaysia in the Global Employer Services (GES) Division. He has more than 20 years of experience in expatriate talent management services, immigration advisory services, and strategic business relationship development in the government, commercial, and education sectors. Prior to joining Deloitte, Keat Meng held positions as Head of Unit in the Malaysia Expatriate Talent Service Centre with a government agency and Head of Visa Support as well as Head of Customer Experience with an international education group.



# SPEAKERS PROFILE

EMBRACING CHANGE IN EMPLOYMENT

## TATVARUBAN SUBRAMANIAM

PARTNER, SKRINE

Tatvaruban is a partner in the Construction and Engineering practice in Skrine with a particular interest in Occupational Safety & Health and Environmental Crisis Management. He has experience in dealing with OSH related crisis management issues and regularly defends clients in OSH prosecutions at various levels of the Malaysian courts from the Sessions Court up to the Court of Appeal



## THAM LI VYEN

PARTNER, RAJA, DARRYL & LOH

After graduating but before starting her legal career, Li Vyien joined the Malaysian Attorney-Chambers General where she worked as a Federal Counsel and Deputy Public Prosecutor. She worked in the firm's medico-legal practice group for several years after being admitted to the Malaysian Bar. Currently, employment and industrial relations are her primary professional areas. She has provided guidance to a variety of customers on how to manage and handle employment and labor relations challenges, including business rationalization, cost-cutting initiatives, and retrenchment exercises (particularly resulting from the global pandemic). Her portfolio also includes domestic inquiries resulting from misconduct and/or subpar performance as well as mutual separation. She has established organized performance review strategies in this regard, documents for mutual separation agreements, and retrenchment exercises. She also provides guidance on issues related to occupational safety and health. Small and medium-sized businesses are also among her clients, in addition to major global organizations. Li Vyien has substantial trial experience and regularly defends employer clients in claims of unfair dismissal and constructive dismissal made against them in the Industrial Court. She received recognition for her work as a litigator when Benchmark Litigation dubbed her a "Future Star" in its 2019-2022 editions. Notably, she was recognized as a "Next Generation Partner" in the 2022 edition of Asia Pacific Legal 500, which quoted a client as saying that she was "very skilled and my trusted employment lawyer when I have challenging employment situations in Malaysia." She responds quickly and provides realistic guidance that is simple to comprehend and apply for corporations.



## WARDATI PATHOR RAHMAN

CHARTERED MCIPD PRINCIPAL (INDUSTRIAL RELATIONS), PETRONAS

Warda joined PETRONAS in 2008, bagged with 10 years of experience in Industrial Relations from her tenure at the Malaysian Employers Federation and one of the largest financial institutions in Malaysia. She is currently overseeing the Industrial Relations matters for PETRONAS Holding Company and its subsidiaries. Over the past 25 years, Warda has been involved in a broad range of Industrial Relations and Human Resource matters for various industries including banking and O&G. She has led several enterprise-level initiatives including strengthening the integrity culture within the organization and the HR transformation (focusing on Industrial Relations areas). Warda held an LLB Hons from the University of Huddersfield, UK, and was recently conferred with Chartered Membership by the Chartered Institute of Personnel and Development (CIPD), UK. A proud mother of a teenage girl who is her spitting image wishes that she could spend more time with her daughter, traveling the world, sipping good coffee and tasting the local delicacies.



## WONG KEAT CHING

PARTNER, ZUL RAFIQUE & PARTNERS

Wong Keat Ching was admitted as Advocate & Solicitor of the High Court of Malaya. She has been named as Leading Individual 2021 by Legal 500 Asia Pacific under Labour and Employment, Distinguished Practitioner 2021 by Asialaw Profiles, and Dispute Resolution Star 2020 by Benchmark Litigation Asia Pacific. She is currently ranked in Band 1 for Employment in Chambers Asia Pacific 2021. She served a short stint in Melbourne law firm, Maddocks in 2004 and was selected by the China Law Society to attend the 7th China ASEAN Legal Training Course at the Southwest University of Political Science & Law, Chongqing. Keat Ching has appeared in the Federal Court to argue issues such as the High Court's supervisory powers over Industrial Court decisions, dismissal of trade union officials, the proportionality of punishment, and gender discrimination in retirement age. She also handles contractual disputes in the civil courts. She provides regular advice on corporate restructuring affecting employees, in particular, M&A exercises; voluntary separation scheme (VSS); restructuring of senior management positions; establishment and closure of foreign companies in Malaysia as well as labour due diligence. At present, Keat Ching serves on the Bar Council of Malaysia's Industrial & Employment Law Committee. She is also an active trainer in the Bar Council Advocacy Training Course and appears frequently as a speaker in conferences locally and overseas. She is the co-author of the Malaysia chapter of Global Legal Insights Employment & Labour Law, 2nd Edition.



# REGISTRATION FORM

Please fill in the form in BLOCK LETTERS

## REGISTRATION FEES

	Fees	No. of pax	Total fees (RM)
<input type="checkbox"/> Normal Registration (Non-MSLSSL)	RM1,800		
<input type="checkbox"/> Early Bird Registration (Non-MSLSSL)	RM1,500		
<input type="checkbox"/> MSLSSL Members (No Early Bird) New member registration add RM 100	RM 1,200		
<input type="checkbox"/> Group Booking : 10% Discount on total fees (For 3 - 4 Delegates)			
<input type="checkbox"/> Group Booking : 15% Discount on total fees (For 5 Delegates and above)			

\*Early bird registration has to be made and paid by 13 February 2023

## WHO TO INVOICE AND CONTACT?

Name (Mr. / Mrs. / Ms)		Designation
Company		Industry
Address		
Telephone No.	Fax No.	Email

## DELEGATE DETAILS (Name to appear on certificate)

(1) Name (Mr. / Mrs. / Ms)	Designation	B/C No. (if applicable)
Email	Please tick if you require vegetarian meals <input type="checkbox"/> Yes <input type="checkbox"/> No	
(2) Name (Mr. / Mrs. / Ms)	Designation	B/C No. (if applicable)
Email	Please tick if you require vegetarian meals <input type="checkbox"/> Yes <input type="checkbox"/> No	
(3) Name (Mr. / Mrs. / Ms)	Designation	B/C No. (if applicable)
Email	Please tick if you require vegetarian meals <input type="checkbox"/> Yes <input type="checkbox"/> No	
(4) Name (Mr. / Mrs. / Ms)	Designation	B/C No. (if applicable)
Email	Please tick if you require vegetarian meals <input type="checkbox"/> Yes <input type="checkbox"/> No	
(5) Name (Mr. / Mrs. / Ms)	Designation	B/C No. (if applicable)
Email	Please tick if you require vegetarian meals <input type="checkbox"/> Yes <input type="checkbox"/> No	

## APPROVING MANAGER

To process your registration, kindly provide the name and signature of a manager who is authorized by your firm/organisation to approve the seminar fees.

- I agree to the Privacy Policy found at <http://goo.gl/mM1y2T>  
 I do not wish receive any promotional or marketing materials from the CLJ

Name : \_\_\_\_\_

Designation : \_\_\_\_\_ Signature & Company Stamp

## PAYMENT DETAILS

### Cheque

(Cheque should be made payable to CLJ Malaysia Sdn Bhd. Kindly state your name/organisation name and contact number at the back of the cheque)

Bank

Cheque No.

Amount

### Credit Card

(I authorise CLJ to process this payment)

Issuing Bank

Name on Card

Credit Card No.

Expiry Date

### Bank Deposit

(Please ensure payments are payable to CLJ Malaysia Sdn Bhd. Email this order form together with the copy of bank-in slip to [marketing@cljlaw.com](mailto:marketing@cljlaw.com))

Account No. 3087594629

Name of Bank Public Bank Berhad

## ENQUIRY & REGISTRATION

Website [www.cljlaw.com](http://www.cljlaw.com)

Email [marketing@cljlaw.com](mailto:marketing@cljlaw.com)

Tel No. (603)-4270 5400

Fax No. (603)-4270 5401

Address  
CLJ Malaysia Sdn Bhd.  
E1-G, Jalan Selaman 1,  
Dataran Palma,  
68000 Ampang, Selangor

## CONTACT PERSON

**VIMALA**  
**vimala@cljlaw.com**  
**017-528 2571**

## TERMS & CONDITIONS

### General Terms & Conditions

Kindly take note that by completing, signing and sending us this registration form, you are confirming your respective seat(s) for attendance of this seminar(s). You are also confirming your understanding and acceptance of our Payment and Cancellation Policy.

Full payment of the amount shall be made within fourteen (14) days from the date of the issuance of invoice or on the event day, whichever earlier. Delegate(s) who choose to pay on the event day will be required to submit a Letter of Undertaking beforehand.

A confirmation email will be sent to each delegate after payment is processed by CLJ. If you do not receive a confirmation by 1 March 2023, please call us at (603) 4270 5400.

CLJ reserves the right to change the date, venue, sub-topics and speaker(s) for the seminar(s) where necessary.

Should we have to cancel or postpone the seminar, our responsibility is limited to a refund of any registration fee(s) already paid. CLJ is not responsible for travel, accommodation or other related/unrelated expenses which may have been incurred by delegate(s) attending this seminar.

### Cancellation Policy

If delegate(s) decide to cancel their enrollment, the following terms shall apply:

- Written cancellation received 4 weeks before the event date:  
A refund of 80% will be made.
- Written cancellation received 3 weeks before the event date:  
A refund of 50% will be made.
- For cancellation received less than fourteen (14) days before the event date, no refund will be entertained.
- In the event of a no-show, delegates are still liable for the full seminar fee(s) unless cancellation is received by CLJ before the cut-off date above.

You may substitute an alternative delegate(s) by notifying CLJ at least 5 (five) working days before the date of the event. Any differences in fees will be charged accordingly.