



# RECENT DEVELOPMENT IN LABOR LAWS IN PLANTATION

## SPEAKER: MR M. GOVINDASAMY

### ONLINE TRAINING VIA ZOOM

# 18 FEBRUARY 2021

## VENUE: ISP Headquarters

Suite 3A01, Level 3A, PJ Tower, Amcorp Trade Centre, No. 18  
Persiaran Barat, 46050 Petaling Jaya, Selangor

### INTRODUCTION

Employment Act 1955 is the fundamental employment legislation, prescribing the statutory minimum standards of terms and conditions of employment. The Act enshrines the rights of both the employees and employers, and the responsibilities they are obliged to fulfill to have the legal protection. The scope of Employment Act 1955 only covers workers, who are defined as "employees" under the Act? The Act is only applicable to West Malaysia.

### TRAINING OUTCOMES

1. To understand and apply the relevant provisions of the Act correctly.
2. identify both the rights and responsibilities of the employers and employees.
3. To plan and get ready to embrace the changes and new statutory procedural requirements under the amended and new provisions.
4. To have proficiency and better exposure to the Act. To maintain Industrial peace.
5. To observe best human resources management practices.

### WHO SHOULD ATTEND?

Managers/Assistant Managers,  
H.R. Executives in Plantation and  
other sectors.

### TRAINING METHODOLOGY

Online Training

#### DAY 1

##### 8.30AM - 10.00AM

- OPENING
- INTRODUCTION, OBJECTIVES AND SCOPE OF THE
- LABOUR LAW IN MALAYSIA
- GENERAL & CONTRACT OF SERVICE
- WORKING HOURS AND SHIFT WORK
- PAYMENT OF WAGES
- PUBLIC HOLIDAYS AND REST DAYS
- PAYMENTS OF OVERTIME ALLOWANCES

##### 10.00AM - 12.30PM

- ANNUAL LEAVE
- SICK LEAVE
- TERMINATION OF CONTRACT OF SERVICES
- TERMINATION, LAY-OFF AND RETIREMENT BENEFITS

##### 12.30PM - 1.30PM - LUNCH

##### 1.30AM - 2.30PM

- SPECIAL RELIEF ALLOWANCE
- MANNUAL INCREMENTS, BONUS AND PROMOTIONS
- TRANSPORT ALLOWANCE
- PROBATIONARY PERIOD

##### 2.30PM - 3.30PM

- EMPLOYMENT OF YOUNG CHILDREN AND YOUNG PERSON
- EMPLOYMENT OF WOMEN AND DOMESTIC SERVANTS
- EMPLOYMENT OF FOREIGN EMPLOYEES
- MATERNITY LEAVE AND ALLOWANCES
- POWER OF INSPECTION AND INQUIRY INTO COMPLAINTS

##### 3.30PM - 5.30PM

- SOCSO CONTRIBUTIONS
- WORKMEN'S COMPENSATION
- EPF CONTRIBUTIONS
- WITHDRAWAL OF EPF CONTRIBUTIONS - FOR HOUSE PURCHASE

#### DAY 2

##### 8.30AM - 10.00AM

- INTRODUCTION, OBJECTIVES AND SCOPE OF THE AMENDED LABOUR ORDINANCES

##### 10.00AM - 12.30PM

- ADMINISTRATION OF THE AMENDED LABOUR ORDINANCES AND THE POWERS OF INSPECTION AND INQUIRIES

##### 12.30PM - 1.30PM - LUNCH

##### 1.30AM - 2.30PM

- CONTRACT OF SERVICE

##### 2.30PM - 3.30PM

- PROVISIONS RELATING TO EMPLOYMENT

##### 3.30PM - 5.30PM

- PROCEDURE OFFENCES, PENALTIES, RULES, SAVINGS AND REPEAL

### TRAINER'S PROFILE

M.Govindasamy, AISP,M.A.is a Plantation Adviser/General Manager with CPS Plantation Management Sdn. Bhd. and part time Lecturer with University Malaysia Pahang and Asia e University. Specialized in lecturing plantation management, environment and Human resource management courses for more than 10 years. He has 35 years working experience in Plantation Management and well versed with the Best Practices in Oil Palm cultivation and sits on MSPO Technical and working committee.

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Selangor

# REGISTRATION FORM

Please register the following personnel to attend the training as above. Please photocopy for multiple bookings.

Name: \_\_\_\_\_  
I/C No.: \_\_\_\_\_  
Email: \_\_\_\_\_  
Mobile No.: \_\_\_\_\_  
Member: **RM200.00** (Membership No.: \_\_\_\_\_)  
Non-Member: **RM250.00**

Name: \_\_\_\_\_  
I/C No.: \_\_\_\_\_  
Email: \_\_\_\_\_  
Mobile No.: \_\_\_\_\_  
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Non-Member: **RM250.00**

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Email: \_\_\_\_\_  
Mobile No.: \_\_\_\_\_  
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Email: \_\_\_\_\_  
Mobile No.: \_\_\_\_\_  
Member: **RM200.00** (Membership No.: \_\_\_\_\_)  
Non-Member: **RM250.00**

\*\*\* All fee inclusive of 6% Sales & Service Tax (SST) for Malaysians only.

Company Name: \_\_\_\_\_  
Person in Charge: \_\_\_\_\_  
Telephone: \_\_\_\_\_  
Email: \_\_\_\_\_  
Address: \_\_\_\_\_

Company's Stamp/  
Signature:

### PAYMENT METHOD

- Cash (Walk in only)
- Online Transfer
- ATM Transfer
- Cheque/ Bank Draft  
(Cheque/ Bank Draft No.: \_\_\_\_\_)

Credit Card  Visa  Mastercard  
Card No.: \_\_\_\_\_  
Cardholder's Name: \_\_\_\_\_  
Bank's Name: \_\_\_\_\_  
Expiry Date: \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_(mm/yy)  
Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Amount: RM \_\_\_\_\_

Payment can be made to ISP MANAGEMENT (M) SDN BHD bank account AMBANK ISLAMIC BERHAD/ AMBANK BERHAD 888-101-596-8511

\*\* Please return the registration form and provide proof of payment to emails below

### TERMS AND CONDITIONS

- Request for cancellation must be made in writing.
- 100% refund will be made for written cancellation received 6 days before the day of the Seminar. Refund will be issued after the Seminar.
- No refund will be given for cancellation received after the Seminar. However, replacement is acceptable; please forward the replacement name to emails below.
- The registration form serves as the official invoice.
- All membership subscription should be paid before the day of the Seminar to entitle for members' rate, or else, non-members' rate will be applied.
- The Organisers shall not be held responsible for whatever cost (hotel reservation/ flight ticket) incurred by participants.
- The Organisers reserve the right to make changes to courses without prior notice whether in terms of date, time, venue or any other aspects.

Registration must be done by faxing/emailing the registration form to the following:

CONTACT PERSON  
For ENQUIRIES/ REGISTRATION:  
**03-7955 5561**

For office use only:  
Date : \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
Inv. No : \_\_\_\_\_  
OR No.: \_\_\_\_\_

En. Fahmi  
**fahmi@isp.org.my**  
En. Rizal  
**rizalhisham@isp.org.my**

# DEADLINE

## 11 FEBRUARY 2021