



CURRENT TRENDS IN
INDUSTRIAL RELATIONS

2024

MECA

INDUSTRIAL RELATIONS CONVENTION

18TH EDITION

10 - 12 JUNE 2024
SHERATON PETALING JAYA HOTEL



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#MECA2024



CONFIRMED SPEAKERS



Dato' Mah Weng Kwai
Consultant,
MahWengKwai & Associates



Dato' T. Thavalingam
Partner,
T. Thavalingam & Co



**Dato' Dr Lawrence
Walter Ng**
President and Founder,
Asia Top Master Trainer



Azran Osman Rani
CEO & Co-Founder,
Naluri



Wong Keat Ching
Partner,
Zul Rafique & Partners



Yong Hon Cheong
Partner,
ZICO Law



Nadia Taylor
CEO,
Mapien



Donovan Cheah
Partner,
Donovan & Ho



Foo Siew Li
Partner,
SKRINE



Raymond Low
Partner,
Shearn Delamore



Evelyn Chue
Managing Director,
People Psyence@



Hisyam Omar
Associate Director,
PERSOLKELLY Consulting



Roshan Selvaratnam
Partner,
Roshan



Victor Gan
CEO,
MECA



Dharmen Sivalingam
Partner,
Dharmen Sivalingam & Partners



Vaclav Koranda
CEO & Principal Consultant,
Jebat Consulting Sdn Bhd



Sujatha Selliah
Partner,
Dharmen Sivalingam & Partners



Ku Sim Ling
AuntyHR



Prashant Chadha
Managing Partner
Energem Advisory



Dzulfadhli Lamin
Lead Consultant,
MECA



Rachel Tan
Lead Consultant,
MECA

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<https://shorturl.at/zCGVZ>



WORKSHOP

10 JUNE 2024

PROGRAMME DETAILS

Arrival, Registration & Breakfast

8.30am - 9.00am



Evelyn Chue
Managing Director,
People Psyence®

Session 1 - The Impact of Social Media and Technology on Mental Health : What Can Employers Do About it?

This 21st century topic has been taking the world by storm. Employees are expecting employers to pay attention to mental health at the workplace. How can employers embark on this journey and be on the right track?

9.00am - 10.30am



Coffee Break & Networking

10.30am - 11.00am



Roshan Selvaratnam
Partner,
Roshan Advocates & Solicitors

Session 2 - Important Criminal Procedures for HR to Understand : What Happens When an Internal Crime is Committed?

Sometimes, a misconduct matter could go to the extent of a crime. Are you equipped with the necessary knowledge to handle such instances? The speaker will explain a step by step process from reporting a case to the point a case is concluded in Court

11.00am - 1.00pm



Lunch & Networking

1.00pm - 2.00pm



Rachel Tan
Lead Consultant,
MECA

Session 3 - Constructive Dismissal and Breach of Contract

Understanding the basis of a breach of contract can be helpful in eliminating or defending instances of constructive dismissal. Be entertained by cases and instances where a breach could occur and be trained for steps to undertake in the event a claim comes by

2.00pm - 3.30pm



Afternoon Break & Networking

3.30pm - 3.45pm



Sujatha Selliah
Partner,
Dharmen Sivalingham & Partners

Session 4 - Sick Leave, Hospitalisation Leave, Prolonged Illness and Termination for Medical Reasons

With the recent amendments to the Employment Act 1955, changes have been made to provisions related to sick leave. Apart from going through the changes and it's implications, this session will also explore the legality of prolonged illness leave and steps an employer should undertake while considering termination on medical grounds

3.45pm - 5.00pm

End of Workshop

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CONVENTION - DAY 1

11 JUNE 2024

PROGRAMME DETAILS

8.30am - 9.00am

Arrival, Registration & Breakfast

9.00am - 9.15am

Opening & Welcoming Speech

9.15am - 10.00am

Panel Discussion

Key Employment Law Updates and Recent Decisions by the Industrial / Appellate Courts

Be updated with the latest discussion on minimum wage, the changes to our trade union landscape, and other changes to the laws. The moderator will also be discussing several interesting cases which is anticipated to reshape interpretations and practices of HR professionals.

Moderator :



Dzulfadhli Lamin
Lead Consultant,
MECA

Panelist 1



Yong Hon Cheong
Partner,
ZICO Law

Panelist 2



Foo Siew Li
Partner,
SKRINE

10.00am - 10.45am



Wong Keat Ching
Partner,
Zul Rafique & Partners

Topic 1 : Termination of High Profile employees : Considerations and Tips to Reduce Financial Risks

C-suite termination have cost employers millions of dollars. Why so? Laws on unlawful dismissal are similar regardless of position but are there specific steps, action plans or other considerations required in high profile termination cases?



Coffee Break & Networking

10.45am - 11.15am

11.15am - 12.15pm



Dato' T. Thavalingam
Partner,
T. Thavalingam & Co

Topic 2 : The Grab v Uber argument : Clearing All Doubts on the Validity of a Contract for service in Malaysia

Who can be considered a workmen under the Industrial Relations Act 1967? The answer has far fetching consequences. What are the rights of an employer when a contractor claims for unlawful dismissal under s.20. Explore how can employers be assured that the contract for service is valid in the eyes of the law

12.15pm - 1.15pm



Dato' Mah Weng Kwai
Consultant,
MahWengKwai & Associates

Topic 3 : Human Rights at the Workplace : Exploring the Scope of Protection and Consequences for Breach

Given the strict interpretation of forced labour provisions, it is important for HR practitioners to understand the rights of employees, both local and foreign. This speaker is highly experienced in the area of human rights and will share some insights through his years of experience



Lunch & Networking

1.15pm - 2.15pm

2.15pm - 3.30pm



Dato' Dr Lawrence Walter Ng
President and Founder,
Asia Top Master Trainer

Topic 4 : The Greatest Asset of your Organisation

As HR, how often have been stuck with the same mindset. Through this session, find out your company's greatest potential and how YOU, as HR can harness such potential through effective mindset transformation. Join Dato' Dr Lawrence Walter Ng, an internationally renowned speaker who brings a wealth of experience in the areas of cultural transformation, new performance ecosystem and trends to develop talents effectively specifically towards leadership, teaming and sales growth.



Coffee Break & Networking

3.30pm - 4.00pm

4.00pm - 5.00pm



Raymond Low
Partner,
Shearn Delamore

Topic 5 : How the 2023 Amendments Reshaped the Landscape of Trade Unions and Their Involvements in Companies

Amongst other amendments, find out what the term 'multiplicity' means and why many are concerned with having multiple trade unions within a workplace. Under such circumstance, how would sole bargaining rights be applicable?

END OF DAY 1

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CONVENTION - DAY 2

12 JUNE 2024

PROGRAMME DETAILS

8.30am - 9.00am

Arrival, Registration & Breakfast

9.00am - 10.15am



Topic 6: Workplace Diversity : Revitalizing Strategies for Business Growth

In today's dynamic workplace, diversity isn't just a trendy term – it's a crucial driver for ongoing business success. This comprehensive exploration navigates the complexities and challenges of fostering diversity and inclusivity in modern organizations.

Hisyam Omar
Associate Director,
PERSOLKELLY Consulting

Sponsor's Presentation
10.15am - 11.00am

Coffee Break & Networking
11.00am - 11.30am

11.30am - 12.15pm

Panel Discussion

Artificial Intelligence (AI) and Employment Laws : Legal Implications and Considerations for HR

As we welcome the new world, are HR practitioners ready to embrace change? Explore how AI would affect the live cycle of HR including recruitment, personal data, policy drafting, automation of performance appraisals, usage of AI for dismissal and many more. Is AI all that reliable and would it lead to major redundancies?

Panelist 1



Donovan Cheah
Partner,
Donovan & Ho

Panelist 2



Vaclav Koranda
CEO & Principal Consultant,
Jebat Consulting Sdn Bhd

Panelist 3



Prashant Chadha
Managing Partner
Energem Advisory

12.15pm - 1.15pm



Topic 7: Facilitating Cultural Transformation : Proactive Approach in Transforming a Workplace into a Highly Effective Community

Nadia Taylor
CEO,
Mapien

Lunch & Networking
1.15pm - 2.15 pm

2.15pm - 3.30pm



Topic 8: Building a High Energy Workforce

Move away from managing time and schedules to managing personal energy for higher productivity and performance - shift from expecting each individual employee to seek help, to make collective responsibility to look out for each other - achieve peak performance with better focus, optimism, curiosity and resilience from an energised workforce

Azran Osman Rani
CEO & Co-Founder,
Naluri

Coffee Break & Networking
3.30pm - 4.00pm

4.00pm - 5.00pm

Panel Discussion

The IR/HR Brain Trust: A Dialogue on Industry Challenges and Solutions

Panelist 1



Dharmen Sivalingam
Partner,
Dharmen Sivalingam & Partners

Panelist 2



Victor Gan
CEO,
MECA

Panelist 3



Ku Sim Ling
Aunty HR

END OF CONVENTION

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REGISTRATION

FEE STRUCTURES

	Member	Non-Member
EXCLUSIVE PASS <ul style="list-style-type: none"> • 2 days Convention • 1 day Workshop • Exclusive Reserved Seating • MECA Digital Masterclass • MECA IR Guidebook (Limited to 150 pax only)	RM3,600	RM3,900
30% Upfront payment	RM 1080	RM 1170
PRIMARY PASS <ul style="list-style-type: none"> • 2 days Convention • 1 day Workshop • MECA IR Guidebook 	RM3,600	RM3,900
30% Upfront payment	RM 1080	RM 1170
STANDARD PASS – CONVENTION <ul style="list-style-type: none"> • 2 days Convention only 	RM2,300	RM2,600
30% Upfront payment	RM 690	RM 780
STANDARD PASS – WORKSHOP <ul style="list-style-type: none"> • 1 day Workshop only 	RM1,300	RM1,300
30% Upfront payment	RM 390	RM 390

- Companies claiming from HRDC will require to apply for an UP FRONT PAYMENT of 30%
- Prices are inclusive of 8% SST

Important Notes:

HRD Corp Claimable : 30% Upfront Payment will be deducted form Levy Account to secure your seat and balance amount will be claimed after the event date.

Non-HRD Corp Claimable : Full payment to Meca Centre for Industrial Relations Sdn Bhd is required upon registration to secure your seat

Submission of registration form is deemed participation. Cancellation(s) must be in writing via email. Cancellation(s) made after the upfront payment has been made are not qualify for a refund.



For more info :



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