

ONLINE WEBINAR

EMPLOYMENT ACT AND EMPLOYMENT TERMINATION

One wrong move in employee management can lead to costly disputes.

Join **Vistra Malaysia's practical webinar** to stay compliant, avoid legal risks, and manage your workforce with confidence.



HR Advisory by Vistra

Vistra supports your business at every stage with end-to-end HR advisory services. With global reach and local expertise, we help you manage your workforce efficiently, stay compliant, and scale with confidence — without the complexity.



What you will gain

- **Latest *Employment Act 1955* updates**
- **How to *handle performance, misconduct, and termination* correctly**
- **Common mistakes that lead to *legal disputes***

Mr. Lai Chong Haur

- *HR & Industrial Relations Consultant*
- *HRDF Accredited Trainer*
- *Certified Job Coach under Jabatan Kebajikan Malaysia*
- *Holder of Bachelor of Law, Master of Business Management and Master in Human Resources & Industrial Relations*
- *Experienced in employee relations, disciplinary management, workplace investigations, salary structure, and HR advisory.*



<p>Session 1: Employment Act 1955 Latest Updates & Practical HR Applications for Employers</p>	<p>Session 2: Employee Termination & Legal Risk Management (Practical Guide for Employers, HR Practitioners & Managers)</p>
<p>Date: 18 June 2026 (Thursday) Time: 10am - 12pm</p>	<p>Date: 30 June 2026 (Tuesday) Time: 10am - 12pm</p>
<p>Objective: To provide employers, HR practitioners, managers, and business owners with practical understanding of the latest updates to the Employment Act 1955 and how to apply them effectively in daily workplace management while minimizing legal and compliance risks.</p>	<p>Objective: To equip employers and HR practitioners with practical knowledge on handling employee termination lawfully, fairly, and professionally while minimizing the risk of unfair dismissal claims and workplace disputes.</p>
<p>What you will learn:</p> <ul style="list-style-type: none"> • Latest amendments to the Employment Act 1955 • Practical application of the 45-hour work week requirement • Maternity, paternity leave & employee protection updates • Flexible Working Arrangement (FWA) obligations • Overtime, public holiday & leave management compliance • Handling poor performance & misconduct legally • Common HR mistakes that may lead to employee disputes • Practical case studies & real workplace scenarios 	<p>What you will learn:</p> <ul style="list-style-type: none"> • Different types of employee termination and their legal implications • Misconduct vs poor performance vs redundancy — understanding the differences • How to conduct proper disciplinary procedures & domestic inquiry • Managing poor performers through counselling & PIP • Common employer mistakes leading to unfair dismissal claims • Termination involving pregnant employees & protected groups • Mutual Separation Agreements (MSA) — practical considerations • Documentation, evidence gathering & procedural fairness • Real Malaysian Industrial Court case studies & lessons learned

Registration Fees & Discounts

RM300 per pax (one session)

RM500 per pax (two sessions)

*Fees above are non HRDF Claimable

*E-Certificate will be provided

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