



# GET IT RIGHT - MASTERING THE APPLICATION OF LABOUR ORDINANCE (SARAWAK CHAP. 76) & THE RULES

Date : 7 & 8 March 2024 (RH Hotel Sibu)

14 & 15 March 2024 (Golden Bay Bintulu)

19 & 20 March 2024 (Meritz Hotel, Miri)

26 & 27 March 2024 (Purnama Hotel Limbang)

Time: 8:30 am- 5:00 pm

Fee: RM1,590 per pax

\*HRDC Claimable/Payable to MEF Academy Sdn. Bhd.



# INTRODUCTION/OBJECTIVES

The Labour Ordinance (Sarawak Chapter 76) is a piece of legislation designed to safeguard the rights and welfare of employees in the state. It serves as a framework for ensuring that employers provide fair and just treatment to their workers and lays out the standards and procedures that employers must follow to comply with the law.

It is important for employers to have the right knowledge of the different interpretation and applications of the Ordinance to avoid unnecessary litigation process such as compound, prosecution and complaints from employees.

This workshop is designed to focus on the applications of Ordinance with discussions and evaluations of real cases decided by the Labour Court and Civil Court. It also provide participants with the strategies in order to ensure the proper implementation of the Ordinance and its foreseeable changes.

## OBJECTIVES:

1. To understand the key provisions of the Labour Ordinance (Sarawak Cap. 76) and its appropriate implementations.
2. To comprehend the implementation of the Ordinance with reference to decided cases at the Labour Court & appeals at Civil Courts.
3. To provide participants with the knowledge and skills in the effective applications of the Ordinance at the workplace and in addressing its foreseeable changes.

DAY 1	
8:30 am	Registration
9:00	Key definitions / interpretations
9:30	Register>Returns & Labour Rules
	Contract of Service & Rules on Contents of Contract
10:30	Tea Break
10:45	Types of Employment: Permanent/Part Time/Casual/Contract for Service
1:00 pm	Lunch Break
2:00	Hours of Work, Overtime, Rest Day, Leave & Holiday (Facilitated by (Mr.Phang Pin, Senior Assistant Director, Enforcement Division of the Department of Labour Sarawak)
3:30	Tea Break
3:45	Wages Payment, Advances & Deductions
5:00	End of Day 1
DAY 2	
8:30 am	Registration
9:00	Termination of Contract, Termination & Lay-off Benefits & The Application of Related Rules
10:30	Tea Break
10:45	Complaint & Inquiries- Labour Court Procedures (Facilitated by (Mr.Phang Pin, Senior Assistant Director, Enforcement Division of the Department of Labour Sarawak)
1:00 pm	Lunch Break
2:00	Special Employment : Women, Children & Young Person & Non-resident
3:30	Tea Break
3:45	Proposed Changes to Labour Ordinance (Sarawak Chapter 76) : Reflections to Employment Act (Amendment 2022)  (Shorter Working Hours, Presumption of Employees, Paternity, Maternity & Sick Leaves, Hospitalization, Flexible Working Arrangement, Forced Labour, Workplace Discrimination, Children & Young Person, Housing & Amenities).
5:00	End of Day 2

## TRAINERS PROFILE



**DR. DZULZALANI EDEN** is a Senior Consultant-Industrial Relations with more than 30 years experience in the field of labour and industrial relations. Prior to joining the Malaysian Employers Federation, he began his career in 1990 with the Ministry of Human Resources, where he had held various positions namely as Labour Inspector, Senior Labour Officer cum Industrial Relations Officer and Senior Assistant Director of Labour at the Department of Labour Sarawak as well as at the Ministry's Putrajaya office. The main duties carried out in these roles include enforcement of labour laws through workplace inspection, conciliation and arbitration of labour complaints and dismissal cases, advisory roles, other labour matters and consultations with the public.

In 2014 he joined Universiti Malaysia Sarawak (UNIMAS) and pursued a role as a Senior Lecturer of Industrial Relations and Labour Studies at the Faculty of Social Sciences and Humanities teaching labour and industrial relations laws, negotiation and trade unions. He has also taught industrial relations and labour laws at Univeristi Malaysia Sabah. A strong educational professional having a doctorate in industrial relations and human resource management from Victoria University, Melbourne, he is also a certified trainer with the Human Resources Development Corporation (HRDC), Ministry of Human Resources.

### About MEF/MEFA

The Malaysian Employers Federation (MEF) is the central organisation of private sector employers in Malaysia recognised nationally, regionally and internationally. Established in 1959, MEF promotes and safeguards the rights and interests of employers. MEF provides a forum for consultation and discussion among members on matters of common interest and seeks for the adoption of sound principles and practices of human resource and industrial relations through information, advice, research and information, training and other activities.

The MEF Academy (MEFA) brings into reality the Malaysian Employers Federation's (MEF) vision of being the pioneer institution to merge the tripartite requirements of the employer/employment market, the education industry as well as the individual/human resource development needs. MEF Academy is registered training provider with the Human Resources Development Corporation (HRD Corp) as the Training Provider. Most of our training courses have been granted the Approved Training Programme (ATP) status under the Human Resources Development Act 1992.

## WHO SHOULD ATTEND?

- Human Resources/Industrial Relations practitioners/officers
- Head of Department/Units
- Operations Managers, Supervisors and staff at Management Level

### Course Fees:

**RM 1,590 per pax  
(including SST)**

#### **SCHEME CODE :**

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

## REGISTRATION

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#### **Registration Link:**

(Sibu) <https://forms.office.com/r/iq4EDVTS3j>

(Bintulu) <https://forms.office.com/r/TzyuR0xL5R>

(Miri) <https://forms.office.com/r/WVFRd2Vp3H>

(Limbang) <https://forms.office.com/r/f8Vui3E5Q3>

#### **REGISTRATION QR CODE :**

Sibu



Bintulu



Miri



Limbang



**For any further enquiries please email or call:**

(Admin)

MEF Sarawak Regional Office

Ms Nurul Ain – 082 405 213 / Hp 0109829474

Email: [nurul@mef.org.my](mailto:nurul@mef.org.my)