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HR AND IR CONFERENCE 2018

29 - 30 JANUARY 2018

CONCORDE HOTEL KUALA LUMPUR

This Conference is tailored for your HR and IR needs and serves as a platform to generate discussion on the present pressing issues in HR and IR matters. It is also to equip participants with the knowledge and solutions required to manage the human capital strategies.

We are honoured to present you a list of distinguished speakers from the judiciary, Industrial Court, Malaysian Employers Federation (MEF), Malaysian Trades union Congress (MTUC), the Corporate Sector, HR Consultants as well as local and international lawyers. This Conference is not to be missed as it covers and highlights the developments and changes in labour and employment law especially in this current economic climate. This encompasses topics such as employment, insurance, foreign labour, talent retention and many more!

We look forward to seeing you at the HR and IR Law Conference 2018, a Conference that provides you a holistic opportunity to get connected, educated and cultivated with meaningful views and information on issues that affect our HR and IR law advancement. Do mark your calendars!

WHO SHOULD ATTEND

Senior Managers
Corporate Managers
Human Resources Manager
Human Resources Practitioner
Industrial Relation Manager
Human Resources Executives
Corporate Officers
Lawyers

And those involved in managing employees at the workplace

EARLY BIRD RATE BEFORE/ON 19 JANUARY 2018

RM 1,550

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10 CPD POINTS

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PROGRAMME

29 JANUARY 2018

8.00 am	Registration
9.00 am	**Welcome Address by YA Bhg Tun Zaki Azmi** Retired Chief Justice, Malaysia and Chairman of Legal Plus Sdn Bhd
9.15 am	**Keynote Address by YA Tuan S Nantha Balan** Judge, High Court, Malaya **Expectations and Challenges in HR and IR in Today's Economy**
10.00 am	Coffee Break
10.30 am	**Towards Workplace Flexibility** Ms Salika Suksuwan, Executive Director, Human Capital PWC, Malaysia
11.30 am	**Domestic Inquiry - How to Prove Difficult Cases?** Ms Wong Keat Ching, Partner, Zul Rafique & Partners, Kuala Lumpur
12.30 pm	Lunch
1.30 pm	**Mental Health at Workplace: A Practical Perspective** Dr Liew Kah Leong, Director & Corporate Trainer, The Mind, Malaysia
2.30 pm	**Employers and Employees Rights on Mental Health at Workplace: A Legal Perspective** Ms A Selvamalar, Partner, Skrine, Kuala Lumpur
3.30 pm	Tea Break
4.00 pm - 5.30 pm	Panel Discussion **Employee Insurance Scheme: Myth or Reality** Panelists: 1. YBhg Datuk Shamsuddin Bardan Executive Director, Malaysian Employers Federation 2. YBhg Dato Mohd Sahar bin Darusman Chief Executive Officer of EIS 3. YBhg Prof Datuk Norma Mansor Director for Social Security Research, University of Malaya 4. YBhg Dato Abdul Halim bin Mansor President, Malaysian Traders Union Congress (MTUC) Moderator: Mr Davies Danavaindran Council Member, FMM Human Resources Committee

30 JANUARY 2018

9.00 am	**Workplace Mediation** Puan Susila Sithamparam Retired President of Industrial Court, Malaysia
10.00 am	**Challenges in Restructuring Workforce in the Present Economy** YBhg Dato T. Thavalingam, Partner, Lee Hishammuddin Allen & Gledhill, Kuala Lumpur
11.00 am	Coffee Break
11.30 am	**Triangler Employment in Malaysia** Mr S Muhendaran, Partner, Muhendaran Sri
12.30 pm	Lunch Break
1.30 pm	**Data Protection and its Impact on The Employment Relationship** Puan Adlin A Majid, Partner, Lee Hishammuddin Allen & Gledhill, Kuala Lumpur
2.30 pm	**Embracing Change in SOCSO Benefits** Mr Mohandas a/l Veraya, General Manager of Benefits Division, SOCSO
3.30 pm	Tea Break
4.00 pm	Panel Discussion **Foreign Labour: How to Meet Challenges in Supply and Demand?** Panelists: 1. YBhg Dato Abdul Halim bin Mansor President, Malaysian Traders Union Congress (MTUC) 2. Ms Lia Alizia Partner, Makarim & Taira.S, Indonesia 3. Mr Joseph Omar A Castillo Partner, Puyat Jacinto & Santos, Philippines 4. Mr A Navamukundan National Executive Secretary, National Union of Plantation Workers Moderator: Mr Dharmen Sivalingam Managing Partner, Dharmen Sivalingam & Partners
5.30 pm	**Closing Address by YBhg Tan Sri James Foong** Retired Judge of Federal Court and Director of Legal Plus Sdn Bhd

SPEAKERS' PROFILE

Mr Justice S Nantha Balan

Judge, High Court, Malaya

Mr. Justice S. Nantha Balan was appointed as Judicial Commissioner on 8 July 2013. On 21 March 2016, he was appointed as a Judge of the High Court. He first served in the Penang High Court and from January 2015, in the Civil Division of the High Court at Kuala Lumpur. He obtained the Degree of Bachelor of Laws with Honours from the University of Buckingham, England in 1986. In 1987 he completed the Certificate in Legal Practice with Honours. He started legal practice as an Advocate and Solicitor upon being called to the Malaysian Bar in August 1988. In 1999 he obtained the Postgraduate Degree of Master of Laws from the University of Malaya. He is also a Member of the Chartered Institute of Arbitrators, London. He was a partner of the dispute resolution department in two major law firms and practised as a litigation counsel for 25 years before joining the Judiciary. Whilst in legal practice he appeared in many cases which are reported in the law journals. His practice was mainly trial and appellate work. His primary areas of practice were commercial and banking litigation, industrial relations, judicial review, insurance, professional negligence and probate disputes. He regularly appeared in the Industrial Court. He was also a regular speaker at legal seminars on a variety of subjects including appellate practice and procedure, employment law, ethics and advocacy and medical negligence. He is one of the trainers for the Malaysian Bar's Advocacy Training Course. He was actively involved in drafting the Malaysian Rules of Court 2012 and is a supervising editor of the Malaysian Rules of Court 2012 (Annotation) published by LexisNexis Malaysia.

Puan Susila Sithamparam

Retired President of Industrial Court, Malaysia

Puan Susila Sithamparam read law at the University of Malaya where she graduated in 1978 with a Bachelor of Laws. She was admitted as an Advocate and Solicitor of the High Court of Malaya in March 1979 and was in private practice for three months. She joined the Judicial and Legal Service in June 1979. She served in various capacities including as President of the Industrial Court from November 2009 until September 2015; Chairman of the Industrial Court from May 2002 until June 2009; and Chairman of the Customs Appeals Tribunal from July 2009 until October 2009. She retired in September 2015. She obtained a Master of Laws in 1990 from the London School of Economics; a Certificate of Adjudication in 2016 from the Kuala Lumpur Regional Centre For Arbitration; a Diploma in International Commercial Arbitration (Practice and Procedure) in 2016 from the Chartered Institute of Arbitrators; a Certificate in Investment Arbitration in 2016 from the Kuala Lumpur Regional Centre For Arbitration; and a Certificate in Sports Arbitration in 2016 from the Kuala Lumpur Regional Centre For Arbitration;. She is empanelled as an Adjudicator, Arbitrator and Mediator with the Kuala Lumpur Regional Centre For Arbitration.

YBhg Datuk Shamsuddin Bardan

Executive Director, Malaysian Employers Federation

As the Executive Director of MEF, Datuk Hj. Shamsuddin is entrusted with the full responsibilities of administrating the organisation. MEF is the apex private sector employers' organisation in Malaysia with more than 4,800 ordinary members and 21 association members. The members of MEF employ more than 2.2 million employees.

Datuk Hj. Shamsuddin heads the MEF Secretariat with a team consisting of 32 professional staff and 20 support staff. As the Executive Director of MEF, Datuk Hj. Shamsuddin recommends policies to be pursued by MEF in ensuring that the private sector in Malaysia operates in a more business friendly environment so as to ensure the private sector employers remain competitive. Policies to be pursued by MEF are formulated by the secretariat and after approval by the Council will be submitted to various authorities to ensure that the policies of the Government would not inhibit the vibrancy of the private sector employers. The efficient and effective work of Datuk Hj. Shamsuddin in managing MEF was internationally and regionally recognised when he was appointed as the Secretary-General of Confederation of Asia Pacific Employers (CAPE) (since 2010 up to date) and Secretary – General of ASEAN Confederation of Employers (ACE) (since 2013 up to date)

YBhg Prof Datuk Norma Mansor

Director for Social Security Research, University of Malaya

Datuk Norma Mansor is the Director of Social Security Research Centre (SSRC) at the Faculty of Economics and Administration, University of Malaya, a position she holds since 2013. She is a Professor at the Department of Administrative Studies and Politics at the Faculty, where she served as the Dean from April 2004 to June 2009. She was also a Ragnar Nurkse Visiting Professor at Talinn University of Technology, Estonia in 2015. Among her notable appointments are as Secretary of the National Economic Advisory Council in Prime Minister's Department (2009 to 2011), advisor and consultant to various organizations which include the National Institute of Public Administration (INTAN), Sarawak Economic Development Corporation (SEDC), the United Nations Development Programme (UNDP), World Bank, International Labour Organization (ILO), Organisation for Economic Co-operation and Development (OECD) and the European Union (EU). As an academician, she has written extensively in books and scholarly journals. Her research interest includes public policy, governance and social protection.

YBhg Dato T Thavalingam

Partner, Lee Hishammuddin Allen & Gledhill, Kuala Lumpur

Dato' Thava handles both advisory and litigation matters in the context of labour and employment law. He has been involved in some of the high-profile employment disputes in recent Malaysian history. He has authored several publications and has been acknowledged by Euromoney as a "leading labour lawyer" in the country. Dato' Thava is also one of two LHAG partners selected by the In-House Community as Commended External Counsel of the Year 2017, in recognition of his "efficiency and significant contribution to Labour Law".

YBhg Dato Abdul Halim bin Mansor

President, Malaysian Traders Union Congress (MTUC)

Dato Abdul Halim Mansor is the current President of the MTUC and the Secretary General

of National Union of Petroleum and Chemical Industry Workers. Prior to this, he served MUTC as Deputy Secretary General and Secretary General since 1998. Dato Abdul Halim also sits in the Board of Director for Social Security Organisation Malaysia, National Labour Advisory Council, Worker Expert & Collaborator Asia Pacific and as a panel member of Industrial Court, SOSCO Appeals Board and Advocate and Solicitor Disciplinary Board. His professional qualifications includes Advocacy on Labour Law & Industrial Relation Trade Union Training Authority (TUTA) from Clyde Cameron College, Australia, Advance Study on Economy and Management Advocacy from Ruskin College Oxford, Great Britain, study analysis of Occupational Safety Health and Environment Programme (OSHE) from National Australian College of Occupational Safety Health Sydney, Melbourne, Australia and Tripartite Study Long-Term fellowship Labours and Employment Policy Administration from Tokyo, Japan.

Ms Wong Keat Ching

Partner, Zul Rafique & Partners, Kuala Lumpur

Wong Keat Ching is a Partner of the Industrial Relations & Dispute Resolution Practice Group at Zul Rafique & Partners. She holds a Bachelor of Arts in Law (Hons) from the University of Nottingham and the Certificate in Legal Practice (CLP). She was admitted as Advocate & Solicitor of the High Court of Malaya in 1998. Keat Ching is listed in Chambers Asia Pacific and the Asialaw Profiles under Labour and Employment. Keat Ching is an active litigator in the Malaysian Courts. She 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, proportionality of punishment and gender discrimination in retirement age. She also handles contractual disputes in the civil courts. Apart from cases involving discipline, investigation of misconduct and dismissal, Keat Ching also 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.

Ms Lia Alizia

Partner, Makarim & Taira.S, Indonesia

Lia Alizia is a Partner in the Makarim & Taira S. Corporate, Commercial and Litigation department, with particular expertise in anti bribery matters together with employment and Intellectual Property (IP) rights in Indonesia. She has a successful track record of effectively advising a variety of firms from digital startups to multinational firms on their concerns and issues. Keeping abreast of developments in the fast-evolving field of IP law, she draws on her significant experience to interpret and advise clients on application, protection and enforcement. She is also able to provide counsel on sensitive employment and litigations issues, including mass terminations of employees and resolution of commercial disputes. She was often requested to speak in in-house trainings, local and international workshops on employment, anti-bribery and other compliance related issues. Lia has authored or co-authored a number of significant publications. Lia is a recommended lawyer for Corporate and M&A, Dispute Resolution and Real Estate in Legal 500 Asia Pacific 2015. She is also recommended for Employment by Legal 500 Asia Pacific 2014 and 2015, and is a named by Employment Law Experts from the UK in 2014 as an Employment Expert from Indonesia. She has been identified as an IP Star by Managing Intellectual Property, Legal Media Group for 2014 and recently she is being nominated for the Disputes Star of the Year in Indonesia for the Asialaw Asia-Pacific Dispute Resolution Awards 2016 by Asialaw Profiles. She is an Intellectual Property Rights Consultant and serves the central committee of the Indonesian Advocates Association (PERADI) as well as the Intellectual Property Rights Association (AKHKI).

Ms A Selvamalar

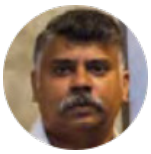
Partner, Skrine, Kuala Lumpur

Selvamalar Alagaratnam co-heads the Employment Practice Group and heads the Immigration Practice Group in Skrine, one of Malaysia's largest law firms. She has more than 20 years' experience in all aspects of employment law, including immigration matters in both contentious and non-contentious. She is an officer of the International Bar Association's Employment and Industrial Relations Committee, a member of Lawasia's Industrial Law Committee, a national committee member of the Malaysian chapter of the International Society for Labour and Social Security Laws and a member of the Bar Council's Industrial Law Committee. She has co-authored several publications including The Law of Dismissal, The Malaysian Court Forms: Employment Law Section and The Legal Guide to Employee Dispute Resolution – Malaysia; and is a regular presenter at domestic and international legal conferences. Selvamalar is listed in the Chambers Asia Pacific guide as a leading lawyer for employment.

Puan Adlin A Majid

Partner, Lee Hishammuddin Allen & Gledhill, Kuala Lumpur

With years spent in the government sector, Adlin has a proven background in technology, media and tele-communications, having spent close to a decade with a Malaysian government agency, advising on a range of local, regional and international information and communications technology issues, and developing the legal and regulatory framework for the nation's MSC Malaysia status. She is among lawyers in Malaysia with a focus on all aspects of the Personal Data Protection Act 2010. Adlin also has an ILO Client's Choice Award to her name.



Mr S Muhendaran

Partner, Muhendaran Sri

Muhendaran was called to the Malaysian Bar in 1991 and is currently practicing as an advocate and solicitor at Messrs Muhendaran Sri. Muhendaran specialises in the field of employment and industrial relations law. Muhendaran currently serves as the Secretary of the Kuala Lumpur Bar Committee and the Hon. Secretary of the Malaysian Hockey Foundation. He has been a member of the Bar Council's Industrial & Employment Law Committee since the year 2000.

Mr Joseph Omar A Castillo

Partner, Puyat Jacinto & Santos, Philippines

Joseph Omar "Jomar" Castillo currently heads the labor relations practice for the Firm. He has over 10 years of proven track record and solid experience in the field of labour relations, contract support,

immigration, and corporate fraud. Recognizing one of the fastest growing sectors of the economy and emerging area of the law, he captains the BPO industry practice of the firm. Jomar began his career with ACCRA law firm and then with international firm, Quisumbing Torres/ Baker & Mckenzie. Jomar received his Juris Doctor degree in 1997 from the Ateneo School of Law and became member of the Philippine Bar the following year. He likewise received his undergraduate Bachelors of Science major in Business Management degree from the same university in 1993. He is a member of the Labour Market Reform Committee of the Employers' Confederation of the Philippines (ECOP) and is an active participant in congressional hearings on legislation and reform. Jomar was recently chosen as the Philippine delegate to the ASEAN - International Labor Organization (ILO) regional conference for Global Industrial Relations.

Ms Salika Suksuwan

Executive Director, Human Capital PWC, Malaysia

Salika took on the role of Human Capital Leader at PwC Malaysia after spending close to twelve years with the firm. She leads a team of energetic HR Professionals who are working towards making PwC a leading developer of diverse talent. Passionate about talent diversity, employer branding, and developing an agile workforce, Salika enjoys learning to be tech-savvy from her younger colleagues and can be seen voicing her thoughts through social media and opinion articles. As a Diversity Advocate for TalentCorp, Salika collaborates with a network of HR leaders to champion a higher participation rate of women in the Malaysian corporate workforce. When she's not at work, Salika takes the time to go for a good run and is currently learning how to speak Mandarin from her young daughter.

Dr Liew Kah Leong

Director & Corporate Trainer, The Mind, Malaysia

Currently the Director and Corporate Trainer at The Mind Psychological Services and Training, Dr. Liew Kah Leong holds a Doctor of Philosophy in Science from Taylor's University. He is also a Pembangunan Sumber Manusia Berhad (PSMB) certified trainer (Certificate No. TTT/12862). Even in his previous job as a lecturer, Dr. Liew has a passion for people development. He strongly believes that soft skills are equally as important as technical skills in the workforce and it is the difference between a great and an excellent employee. Dr. Liew is also a strong advocate of good mental health practices at the workplace and believes that all employees should be able to get access to mental health resources without prejudice. Dr. Liew has had the pleasure of conducting training and speaking engagements on topics such as stress management, teamwork and group cohesion, work-life integration, negotiation and conflict resolution, personality types and group dynamics for a variety of clients spanning from industries including education, healthcare and broadcasting.

Mr A Navamukundan

National Executive Secretary, National Union of Plantation Workers

Mr A. Navamukundan is currently a member for National Labour Advisory Council and National Wages Consultative Council. He also serves as Technical Working Committee Member on Malaysian Sustainable Palm Oil Standards (MSPO) under Malaysian Palm Oil Certification Council, Ministry of Plantation Industries and Commodities. In the past, Mr A. Navamukundan served as a Panel Member in the Industrial Court, Member of Board of Directors, SOCSO and provided consultation to International Labour Organisation on plantation labour and other related labour issues. He holds a MA in Economics from University of Leeds, United Kingdom and BA (Hons) in Economics and Indian Studies from University of Malaya, Kuala Lumpur. He is also an economist on Research Project, Institute of Development Studies at the University of Sussex, Brighton, United Kingdom.

Mr Mohanadas a/l Veraya

General Manager of Benefits Division, SOCSO

Mr. Mohanadas Veraya graduated with a Bachelor's Degree from Universiti Kebangsaan Malaysia (UKM) in 1988. He also holds a Masters in Human Resources Management from University of Western Sydney from 2001. Upon graduation in 1988 he joined SOCSO (PERKESO). He has served for 29 years in various capacities. He served as an executive officer from 1988 - 1996 and worked in Kuala Lumpur and Penang Branches. He has been serving as an Administrative officer from 1996. As assistant branch manager in Melaka, Branch Manager in Miri, Sandakan and Sibu Deputy State Director of N.Sembilan and state director of Melaka. Currently he is the General Manager for Benefits at the SOCSO Headquarters. His experiences covers work both in east and west Malaysia as well as at the Headquarters level.

MODERATORS

Mr Davies Danavaindran a/l Arphutasamy

Council Member,
FMM Human Resources Committee

Mr Dharmen Sivalingam

Managing Partner, Dharmen Sivalingam & Partners

REGISTRATION FORM

HR AND IR CONFERENCE 2018

29-30 January 2018
Concorde Hotel, Kuala Lumpur

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Use only capital letters.

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