

Changes to Employment Act and Industrial Relations

By David Shanmugam



INTRODUCTION

The government has recently stated amendments will be made to the Employment ACT. These proposed amendments will have impact to all companies by and large. The 1-day seminar will look at the proposed changes including the impact to employment laws in general. The seminar will also look at termination, dismissal industrial relations and issues with union and union members.

LEARNING OBJECTIVES

By the end of the workshops, participants will be able to:

- ❖ Understand the importance of preparing for the new proposed changes to the Employment Act
- ❖ Learn how to deal with termination, salary, leave, rest day and public holiday issues
- ❖ Interpret the new changes dealing with termination, dismissal and industrial relations issues
- ❖ Learn from recent case studies and decisions on termination, dismissal and discipline handling

COURSE OUTLINE

- ❖ The key proposed changes to the Employment Act
- ❖ The definition of contract of service and contract for service
- ❖ The new changes to include PME
- ❖ The rights and duties of PME'S including rest day and public holiday
- ❖ The role of mediation and resolving conflict of issues
- ❖ Case studies of previous breaches of the Employment Act
- ❖ Maternity leave and child care issues
- ❖ How to deal with termination and dismissal
- ❖ Recent case studies on termination and dismissal
- ❖ How discipline handling and dismissal issues should be handled
- ❖ Case studies and evaluation
- ❖ Union and employee management in organization
- ❖ The role of union and dealing with Industrial relationship issue
- ❖ The role of reading and interpreting the Collective Agreement
- ❖ The future of union companies and foreign employee relationship
- ❖ HR's role in resolving and maintaining employee and employer benefits

FOR WHOM

VPs, Managing Directors, Directors, Heads, Senior Managers, Executives and General Management dealing with Human Resources, Learning / Training & Development, Organisational Development, Workplace Relations & Compliance, Employment Relations, Talent & Recruitment, Remuneration, Compensation & Benefits, Mediators & Arbitrators of Employment Law.

ABOUT THE TRAINER

David Shanmugam holds a Bachelor of Law degree from the University of London and Master of Business Administration degree from Victoria University. He has many years of legal experience in the private sector and is presently working in a law firm. David is also an Advocate & Solicitor of the Supreme Court of Singapore. Over the years, David has conducted legal training for the corporate sector on various practical legal issues facing the corporate field and has lectured for many training institutions on Business and

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Company Law. His forte is in the field of corporate and commercial drafting of contracts, including company matters. In addition to contract law and the drafting and negotiation of commercial contracts, David has delivered trainings in the drafting of joint venture, mergers & acquisition, procurement, employment, service level and IT agreements and contracts. He has also provided training in the Employment Act, procurement fraud, anti-corruption and anti-bribery issues.