



FMM Institute (475427-W)

**Industrial Relations Act 1967-  
Solving Employment Issues in Industrial Relation Act  
(Essential for HR Practitioners)**

**22-23 March 2017**

9.00 am – 5.00 pm

Training Venue:  
Equatorial Hotel, Penang

**SBL SCHEME  
CLAIMABLE FROM PSMB**

The Industrial Relations Act 1967 is an Act to promote and maintain industrial harmony and provide the regulation of the relations between employers and workmen and their trade unions. It also provides the prevention and settlement of any difference or disputes arising from their relationship and generally to deal with trade disputes and matters arising there from.

Peruse of the Act will take us to discussions on an overview of the industrial relations system in Malaysia, then cruising to discuss essential topics of interest to all industries, beginning with handling the penetration of unions into industries and the verification process which will lead to **recognition** or **non-recognition of the union**, best practices in resolving **trade disputes** which includes concluding a **collective agreement** which in the process, could commonly be accompanied by industrial action by way of a **picket** or threat of a **strike** to apply pressure on the employer to acquiesce to the union's demands.

On the part of employee relations, the **law on dismissal** would highlight the maxims of security of tenure of employment, guided by industrial and superior court awards. Application of the **Code of Conduct for Industrial Harmony** comes retrenchment would also be emphasized.

Alternate Dispute Resolution of employment disputes is best elucidated through the mechanism of **negotiation, conciliation, mediation and arbitration**. In this respect, the jurisdiction and awards of the **industrial court** would be given due emphasis.

This two day workshop then ends with the evaluation of the compatibility of the Malaysian industrial relations system to the respective industries. Is the system **compatible?**

## Contents

The focus will be the ten identified core areas from the provisions of the Act to be discussed in detail namely:

- i. The Industrial Relations System
- ii. **Formation and process of formation of unions; Rights, Immunity and Responsibilities of unions.**
- iii. **Recognition and The Legal Process of Recognition of Union**
- iv. Trade Disputes and Collective Bargaining.
- v. Industrial Actions; Strike, Picket & other forms and
- vi. Security of tenure of employment.
- vii. Code of conduct for Industrial Harmony
- viii. Conciliation, Mediation and Arbitration
- ix. Industrial Court jurisdiction and awards of equity, good conscience and substantial merits of the case without regard to legal technicality and legal form.
- x. Tripartism

## Objectives

The Act is administered by the Industrial Relations Department and this programme is designed to provide an understanding on the functions and the mechanisms that operates within the department as regards to the maintenance of industrial harmony.

It is to impart to participants, information and knowledge of the Rights, Obligations and Liabilities of Employers and Duties and Responsibilities of Workmen in the pursuit of achieving excellence in industrial harmony.

## Benefits

At the end of the programme participants would be able to deal with current issues on Industrial Relations with an open mind, learned how to deal with the union's submission for recognition, to live with the union if had gained recognition and solve industrial disputes amicably.

## Methodology

Facilitator will create an engaging environment for participation in the discussion of industrial court awards.

## Audience

This program is most beneficial to senior executives who are responsible for human resource management, especially vice Presidents, Directors, Managers and Executives of HR, IR & ER, Financial Controllers, Accountants and Legal Managers, Officers & Executives who are involved in compensation and benefits and human capital administration and development.

## The Facilitator

Mr. Hoe Lean Fatt has recently been admitted to the Malaysian Bar after opting for early retirement on 1.10.2013 as the Director of Labour, Penang (Malaysia).

Prior to his last position as the Director of Labour, Penang, he was the Director of Labour, Selangor, Director of Industrial Relations, Penang and prior to this was the Director of Industrial Relations, Wilayah Persekutuan Kuala Lumpur.

In 2011, Mr. Hoe was awarded the Bintang Cemerlang Negeri by the TYT Governor, Penang.

Mr. Hoe has facilitated training programs, workshops, dialogues and seminars in labour, industrial and trade union laws for various corporations in manufacturing industries, services, utilities, commercial agencies, trade unions, chambers of commerce and various educational institutions and government agencies.

Mr. Hoe holds a Bachelor of Jurisprudence (UM) and Bachelor of Social Science Honours (USM). He was also conferred a Certificate of Legal Practice by the Legal Profession Qualifying Board (CLP), Malaysia.

Having served various departments under the Ministry of Human Resources, Mr. Hoe has vast experience in social security, industrial relations as well as labour administration of over a period of more than 30 years

## Administrative Details

COURSE FEE	<i>RM1350 (FMM Member) RM1500 (Non-Member) per participant</i> (The fee includes luncheon, coffee/tea breaks and notes) Price including GST
DRESS CODE	Office Attire
REGISTRATION	Participation in the program is based on a first-come-first-served basis. Cheques made in favor of the " <b>FMM Institute</b> " should be forwarded on or before program date to the FMM Institute, Northern Branch, Bandar Seberang Jaya. Participants who registered but did not attend, will be billed accordingly. Upon confirmation, kindly send us the payment before the commencement of the program.
CANCELLATION	There will be no refund for cancellation within 2 days prior to the program, 50% for cancellation between 3 – 6 days and full refund for cancellation 7 days prior to the program. Please inform in writing if you intend to cancel. <b>A replacement can be accepted at no additional cost.</b>

DISCLAIMER

The FMM Institute reserves the right to change the facilitator, date and to vary / cancel the program should unavoidable circumstances arise. All efforts will be taken to inform participants of the changes. Upon sending the registration form, you are deemed to have read and accepted the terms and conditions.

ENQUIRIES

Ms Nazliza/Mr.Haffiz/ Ms.Norazwani  
FMM Institute  
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13700 Seberang Perai  
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**REGISTRATION FORM**

**Industrial Relations Act 1967 (Act 177) – Essential for HR Practitioner**

**13 August 2015**

**Venue: E & O Hotel, Penang**

**For further details please contact:** FMM Institute Penang Branch  
**Ms Nazliza / Mr. Haffiz / Ms. Norazwani**  
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**FMM Institute (Penang Branch)**

1. Name :-----  
Designation : \_\_\_\_\_  
Email:\_\_\_\_\_

2. Name : \_\_\_\_\_  
Designation : \_\_\_\_\_  
Email:\_\_\_\_\_

3. Name : \_\_\_\_\_  
Designation : \_\_\_\_\_  
Email:\_\_\_\_\_

Enclosed cheque / bank draft no. \_\_\_\_\_ for  
RM \_\_\_\_\_ being payment for  
participant(s) made in favour of “**FMM Institute**”

**\*Submitted By :**

Name:\_\_\_\_\_

Designation:\_\_\_\_\_

Company:\_\_\_\_\_

Address:\_\_\_\_\_

Tel:\_\_\_\_\_

Fax:\_\_\_\_\_

Email:\_\_\_\_\_

