

9:00am -  
10:00am**Keynote Address***Bringing Malaysia's Workforce Up To Speed Globally: Changes To Be Implemented By The MOHR***YB Tuan M. Kula Segaran, Minister, Ministry of Human Resources Malaysia**10:00am -  
11:00am**How Prepared Are You To Deal With Data Breaches, Data Theft, Data Loss - Looking Inwards On Cybersecurity**

The most important step in cybersecurity is being prepared to prevent any unfortunate events. However, in this ever changing landscape, the question is how often do you need to review your preparations and risk mitigation plans. Use your deficiencies as a learning point in data security, as each organisation will face different threats. At the same time, a lot of focus goes on preventing external threats from breaching the date, but what about internal threats? Hear tips on how to prepare yourself periodically to be as "cybersecure" as possible, and dealing with a data breach before it happens.

**Lt Col Sazali bin Sukardi (Retired), Senior Vice President, Strategic Research Division, CyberSecurity Malaysia****MORNING COFFEE BREAK**11:30am -  
1:00pm**Panel Discussion****Generation Inclusion: Gen Z Joining The Workforce**

The millennials have come and led the way in the growing work-style revolution over the last decade, but the speed of change is closely tied to the speed of technological advancements in many ways. Enter the Generation Z joining the workforce, adding a new group into the global multi-generational workforce. This panel will share and discuss areas including:

- Different ways of fostering growth opportunities across the generations
- Engagement and retention of Gen Z
- IR issues that come with a Gen Z employee alongside advancing workplaces and solutions

**Dato' Mohd Khalis Abdul Rahim, Chief Human Capital Officer, Malaysia Airlines****Rahul Chawla, Practice Leader - Talent, Rewards & Performance, Aon Hewitt Malaysia****LUNCH**2:00pm -  
3:00pm**Domestic Inquiry Procedure: Effective Cross-Examination Concepts & Techniques**

Cross examination has been described as "the greatest engine invented for the discovery of truth." Here, our speaker, an eminent and experienced lawyer will share his knowledge in successfully cross-examination witnesses during a Domestic Inquiry. Gain some tips on dealing with hostile witnesses, or confronting a witness about incorrect, false, or contradictory evidence and learn how to capture the attention of the Domestic Inquiry Panel

**Siva Kumar Kanagasabai, Partner, SKRINE**3:00pm -  
4:00pm**Top 10 Mistakes To Avoid With Your Employee Handbook**

A company's employee handbook can be a make-or-break guide in getting what a company wants or doesn't want out of employees while steering away from time consuming legal situations. Learn in this topic about what should be avoided when updating, reviewing or crafting your employee handbooks.

**Donovan Cheah, Partner, Donovan & Ho**4:00pm -  
5:00pm**Culminating The Present Laws On Sexual Harassment**

Although the Employment Act 1955 was amended in 2012 to include Part XVA in order to address sexual harassment issues at the workplace, this subject matter still remains a contentious issue. During this forum, participants will be guided on various other legal options seen below to assist sexual harassment victims, their pros and cons, as well as their limitations:

- a) Penal Code;
- b) Communication & Multimedia Act 1998
- c) Code of Practice on the Prevention and Eradication of Sexual Harassment at the Workplace;
- d) Tort of Sexual Harassment

**Tham Li Vyen, Partner, Dispute Resolution, Raja, Darryl & Loh**

**Malaysian Anti-Corruption Commission (Amendment) Act 2018: Making Employers Liable For Corruption**9:00am -  
10:00am

The Government passed the Malaysian Anti-Corruption Commission (Amendment) Act 2018 in April 2018, which will come into force on a later date, possibly in 2018 itself. This Act made employers liable for corruption compared with only individuals previously. Once enforced, employers could be held accountable for their employees' involvement in corruption or bribery if the employers were found to have failed to take adequate steps to prevent such corrupt acts. In this segment, learn how corporations can take this Act into account when preparing or revising their disciplinary and compliance policies to combat corruption and bribery at the workplace.

**Dato' Shamsun Baharin bin Mohd Jamil, Deputy Chief Commissioner (Prevention), Malaysian Anti-Corruption Commission**

**Statutory Interpretation: Minimum Retirement Age Act 2012 And Its Impact On Fixed Term Contracts**10:00am -  
11:00am

In a recently concluded case of Wong Mei Yoke vs. Tien Wah Press (Malaya) Sdn Bhd; Award No: 1575 of 2018, the Industrial Court made a ruling on the interpretation of Minimum Retirement Age Act 2012 ('MRA 2012'), Schedule (Section 2), (h) to state that any contract of employment which exceeds 24 months would by operation of law bring the employee within the scope of MRA 2012. This means that such an employee would have the right to work until 60 years of age. Join us and analyse this case law ruling in depth, and determine how it impacts your management of fixed term contracts.

**Raja Vishnu, Consultant, IR Law**

**MORNING COFFEE BREAK****Panel Discussion:*****Key Insights Into The Proposals To Amend The Employment Act 1955 And Industrial Relations Act 1967***11:30am -  
1:00pm

There have been discussions amongst all stakeholders for amendments to the Employment Act 1955 ('EA 1955') and Industrial Relations Act 1967. Come and listen to the leaders of industry and gain insights into the proposals to amend the meaning of 'employee' under the First Schedule, EA 1955, on maternity protection, introduction to paternity leave, on issues concerning payment of wages, domestic servants and introduction into prohibition of discrimination in employment as well as on the power of the Minister in terms of reference and screening before a case is brought to the Industrial Court, for your kind update.

**Datuk Abdul Halim Mansor, President, MTUC**

**Puan Betty Hassan, Secretary of the Policy Decision, Ministry of Human Resources**

**LUNCH****Managing Performance Of Senior Management**2:00pm -  
3:00pm

The entrenched laws on performance management, such as warning and opportunity for improvement prior to any termination for poor performance, do not apply to those occupying Senior Management positions. This notwithstanding, mismanagement of this delicate issue could have far reaching consequences on the employer, from inefficiency to possible legal liability. In this segment, our speaker will provide important step by step guidelines on how to meet the challenge of managing and evaluating the performance of Senior Management staff

**Shariffullah Bin Abdul Majeed, Partner, Lee Hishammuddin Allen & Gledhill**

**Enhancing The "Employee Experience" For Longer Term HR/IR Benefits**3:00pm -  
4:00pm

Issues such as staff retention, absence management, recruitment and succession planning are in part of fully on a HR manager's mind. However, looking at each aspect in a silo solves the day to day problems, but does not address the root cause. An employee's dedication and work behaviour is not black and white, but a plethora of colours, which comes back to their level of engagement. This session has some key learning points in enhancing the "employee experience" which will in turn address the root cause behind perennial HR/IR issues faced in an organisation.

**LySha Teh, Senior Manager, Human Capital, PwC Malaysia**

**Whistleblowing - Is This Something I Need To Bring Up To MACC?**4:00pm -  
5:00pm

With many incentives from MACC to bring forward those deemed to be corrupt, it is still not as black and white as it sounds. With the new lead by example government, and transparent processes, within an organisation it is still not the same. What transgressions and it's gravity can you consider bringing up to the MACC, and those that can be managed internally? Should the MACC be involved in an investigation, how can you maintain the daily workings of the organisation? If it is an issue managed internally, how best to manage it during the investigation process before any one party is proven guilty?

**Brian ML Foong, Partner, Chooi & Company + Cheang & Ariff**