

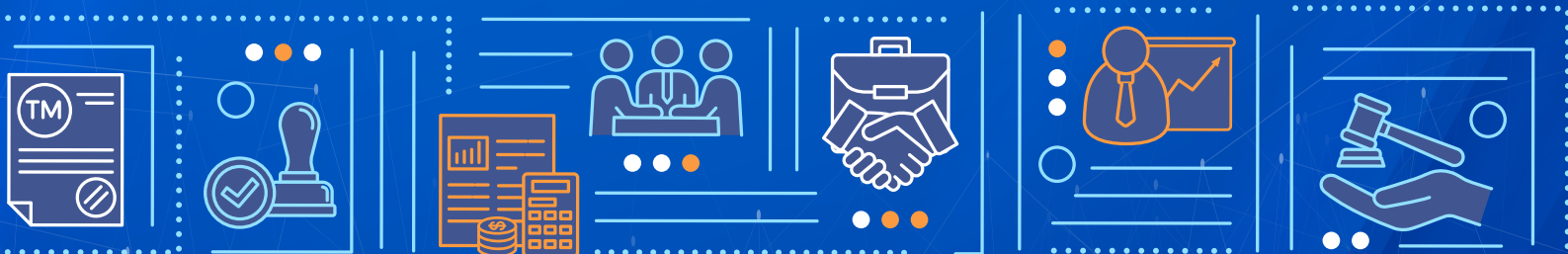


EMPLOYMENT LAW

CONFERENCE 2025

30 & 31 JULY 2025 | KUALA LUMPUR

Navigating the Evolving Landscape of Employment Law:
Compliance, Innovation & Workforce Resilience



HRDC APPROVAL REGISTRATION NUMBER : 10001553302

2-day
Conference

14 Keynote
Sessions

Networking
& Fun Learning

Inspiring
Case Studies

Organised by :  **COMFORI**

Registered with:

PSMB
APPROVED TRAINING
PROVIDER
CLASS A
(Serial No: 1631)

MINISTRY OF FINANCE
(MOF No: 357-02054304)

CELEBRATING
22
Years
IN
CULTIVATING YOUR
EMPLOYEES' POTENTIAL



CONFERENCE OVERVIEW

The **Employment Law Conference 2025** will bring together legal experts, HR professionals, business leaders, and policymakers to explore the latest employment regulations, workplace trends, and compliance strategies. As workplace dynamics evolve in Malaysia, staying informed about current legal requirements and best practices is crucial for maintaining a fair, compliant, and productive work environment.

CONFERENCE OBJECTIVES

Gain in-depth knowledge of recent employment law changes in Malaysia.

Learn from industry leaders about compliance, HR strategies, and dispute resolution.

Explore case studies and best practices for mitigating workplace legal risks.

Network with CEOs, HR Directors, and legal experts to discuss shared challenges.

Stay ahead of emerging issues, including Gen Z workforce integration, discrimination, and contract law updates.

Who Should Attend?

CEOs & Managing Directors

Chief Human Resources Officers (CHROs) & HR Directors

Legal Directors & Employment Lawyers

Chief Compliance Officers & Risk Management Heads

Government Officials & Regulatory Authorities

Senior HR Managers & Talent Acquisition Leads

Industrial Relations & Employee Relations Officers

Payroll & Finance Managers

Diversity, Equity & Inclusion (DEI) Heads

Academics & Researchers in Employment Law



COMFORI MILESTONE

Comfori is an established training provider since 2002. **We have total experience of more than 20 years** with accumulated organised trainings over 5000+ with total delegates of more than 62 000. We take pride in all our organised trainings, conferences, workshops, in-house, teambuilding and many more. We have proven capability to continuously strive to upgrade and establish standards in today's digital era.

As a training provider, Comfori is committed to provide an excellence training, deliver high visibility of training investment and benefits as well as to improve training service levels within guaranteed response times. We take pride in our core values which are Deliver WOW, Teamwork, Innovation and FUN at work. With our vision to be No. 1 Training Provider in Malaysia, we will continuously provide quality and competent trainings to steering Malaysia's workforce for sustainable future!



Organised over
5000 events



Received over
60000 participants



Served over
8000 organisations



Obtained
4 HRD Corp Awards

EMPLOYMENT LAW CONFERENCE 2025

30 & 31 JULY 2025 | KUALA LUMPUR

MEET OUR **SPEAKERS**



DATO' DR. NELSON RENGANATHAN

*Member of the Malaysian Senate (Senator)
Executive Chairman, Asia Pacific TVET Institute (APTII)*



YB TUAN SIVAKUMAR VARATHARAJU NAIDU

*Member of Parliament, Malaysia
& Chairman,
Malaysia Convention & Exhibition Bureau (MyCEB)*

MEET OUR SPEAKERS



**KUNJU KRISNAN
A/L K. CHATHU NAIR**

LEGAL CONSULTANT | FORMER SESSIONS COURT JUDGE | FREELANCE HRDC-CERTIFIED TRAINER | PART-TIME LECTURER AT **MANAGEMENT DEVELOPMENT INSTITUTE OF SINGAPORE, CRESCENDO INTERNATIONAL COLLEGE, SOUTHERN UNIVERSITY COLLEGE**



**DATO' DR. NELSON
RENGANATHAN**

MEMBER OF THE MALAYSIAN SENATE (SENATOR)
EXECUTIVE CHAIRMAN,
ASIA PACIFIC TVET INSTITUTE (APTII)



**YB TUAN SIVAKUMAR
VARATHARAJU NAIDU**

MEMBER OF PARLIAMENT, MALAYSIA & CHAIRMAN,
MALAYSIA CONVENTION & EXHIBITION BUREAU (MYCEB)



ZAMIR HAMDY HAMDAN

SENIOR MANAGER HUMAN RESOURCES BUSINESS PARTNER, AND INDUSTRIAL RELATIONS
ETIKA GROUP OF COMPANIES



SUGANTHI SINGAM

PARTNER,
SHEARN DELAMORE & CO.
LEADING EMPLOYMENT & WORKPLACE RISK MANAGEMENT LAWYER | EXPERT IN SEXUAL HARASSMENT LAW & COMPLIANCE



TOH SIEW PAT, PJPN

CERTIFIED & ACCREDITED HRD CORP TRAINER | AUTHOR OF "**DOMESTIC INQUIRY - FROM ALLEGATION TO TERMINATION**" | INDUSTRY EXPERT IN EMPLOYMENT LAW & HR MANAGEMENT
SPECIALIZING IN DOMESTIC INQUIRY PROCEDURES, EMPLOYMENT ACT, DISCIPLINE & PERFORMANCE MANAGEMENT



VERGHESE THIRUMALA

GROUP CEO,
MAXITULIN GROUP
EXPERT IN AI-DRIVEN SECURITY & WORKFORCE RISK MANAGEMENT



THAM LI VYEN

PARTNER AT **RAJA, DARRYL & LOH**
LEADING EMPLOYMENT & INDUSTRIAL RELATIONS LAWYER | SPECIALIST IN WORKFORCE RESTRUCTURING, DISMISSAL DISPUTES & WORKPLACE INVESTIGATIONS



BRAVO LOOI

CEO & FOUNDER AT **NICSMICS**
LEADERSHIP TRANSFORMATION STRATEGIST & AI-DRIVEN BUSINESS GROWTH SPECIALIST



SARA LAU

EMPLOYMENT & IMMIGRATION LAW PARTNER, SKRINE
RECOGNISED LEADER IN LABOUR LAW, WORKPLACE COMPLIANCE & ESG ADVISORY



BADROL IZAM

SR GENERAL MANAGER,
HUMAN RESOURCE
MALAYSIA MARINE & HEAVY ENGINEERING



AMARDEEP SINGH TOOR

PARTNER
LEE HISHAMUDDIN ALLEN & GLEDHILL (LHAG)
AWARD-WINNING SPECIALIST IN EMPLOYMENT LAW, INDUSTRIAL RELATIONS & WORKFORCE STRATEGY



ZI-HAN LIM

PARTNER, **DONOVAN & HO**
SPECIALIST IN EMPLOYMENT LITIGATION, TAX DISPUTES & CONSTRUCTION ARBITRATION



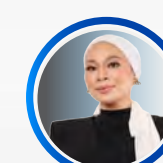
UMA DEVI PRAPAKARAN

INDUSTRIAL RELATIONS & EMPLOYMENT LAW TRAINER & CONSULTANT
FORMER ASSISTANT GENERAL MANAGER, INDUSTRIAL RELATIONS, TELEKOM MALAYSIA | CONSULTANT - INDUSTRIAL RELATIONS, MALAYSIAN EMPLOYERS FEDERATION (MEF)



SELVAMALAR ALAGARATNAM

PARTNER, EMPLOYMENT PRACTICE LEAD
SKRINE
ESG & EMPLOYMENT LAW EXPERT | EMPLOYEE FRAUD & DISPUTE RESOLUTION SPECIALIST



DR RASYIDAH CHE ROSLI

DIRECTOR E-INVOICE DIVISION, TAX OPERATION DEPARTMENT
INLAND REVENUE BOARD OF MALAYSIA



**DR TAHIRAH MANESAH
ABU BAKAR**

CONSTRUCTIVE DISMISSAL SPECIALIST | FORMER INDUSTRIAL COURT PANEL MEMBER | FOUNDER AT **NASARA CONSULT**



DATO' DR. LIM WENG KHUAN

FORMER, **MALAYSIAN EMPLOYERS FEDERATION (MEF) COUNCIL & NATIONAL LABOR ADVISORY COUNCIL (NLAC)** MEMBER | CERTIFIED & ACCREDITED HRDC TRAINER








TENTATIVE SCHEDULE

 **30** | Wednesday
 July **DAY 1**

	8.00 am – 8.45 am	Registration & Reception
	8.45 am – 9.00 am	Opening Speech by Chairperson
	9.00 am – 9.45 am	SESSION 1: NAVIGATING EMPLOYMENT LAW IN 2025: KEY TRENDS, UPDATES & STRATEGIC INSIGHTS <ul style="list-style-type: none"> • Overview of key legislative changes in employment law • Legal implications of remote and hybrid work structures • Employer obligations under the latest regulatory framework • Strategies for ensuring compliance and mitigating legal risks <p>Speaker: Dato' Dr. Nelson Renganathan, Member of the Malaysian Senate (Senator) & Executive Chairman, Asia Pacific TVET Institute (APTI)</p>
	9.45 am – 10.45 am	SESSION 2: CURRENT GEN Z WORKFORCE CHALLENGES: BRIDGING THE EXPECTATION GAP <ul style="list-style-type: none"> • Understanding Gen Z's workplace expectations and values • Strategies for attracting and retaining young talent • Addressing generational conflicts in workplace policies • Legal considerations for flexible work arrangements <p>Speaker: Zamir Hamdy Hamdan, Senior Manager Human Resources Business Partner, and Industrial Relations at Etika Group of Companies</p>
	10.45 am – 11.00 am	Tea Break & Networking Session
	11.00 am – 12.00 pm	SESSION 3: SEXUAL HARASSMENT & WORKPLACE MISCONDUCT: STRENGTHENING PREVENTION & RESPONSE POLICIES <ul style="list-style-type: none"> • Legal definitions and employer responsibilities under Malaysian law • Implementing an effective anti-harassment policy • Conducting fair investigations and disciplinary actions • Training managers and employees on workplace ethics <p>Speaker: Suganthi Singam, Partner, Shearn Delamore & Co. <i>Leading Employment & Workplace Risk Management Lawyer Expert in Sexual Harassment Law & Compliance</i></p>
	12.00 pm – 12.50 pm	SESSION 4: LEAVE & BENEFITS COMPLIANCE: UPDATES & STRATEGIC IMPLEMENTATION <ul style="list-style-type: none"> • Compliance with Malaysia's latest leave entitlement laws • Best practices for structuring employee benefits packages • Addressing leave-related disputes and legal challenges • Aligning leave policies with workforce well-being initiatives <p>Speaker: Toh Siew Pat, PJPN, Certified & Accredited HRD Corp Trainer Author of "Domestic Inquiry - From allegation to termination" Industry Expert in Employment Law & HR Management <i>Specializing in Domestic Inquiry Procedures, Employment Act, Discipline & Performance Management</i></p>








TENTATIVE SCHEDULE

 **30** | Wednesday
July **DAY 1**

	12.50 pm – 1.00 pm	Group Photo Session
	1.00 pm – 2.00 pm	Lunch & Networking Session
	2.00 pm – 3.00 pm	<p>SESSION 5 : PANEL DISCUSSION: THE FUTURE OF EMPLOYMENT LAW IN THE AGE OF AI – TRENDS, CHALLENGES & COMPLIANCE STRATEGIES</p> <ul style="list-style-type: none"> AI & Automation in the Workplace – How emerging technologies are reshaping employment policies and legal frameworks Job Displacement & Workforce Protection – Legal safeguards for employees affected by automation and AI-driven job restructuring AI Surveillance & Employee Rights – Balancing workplace monitoring with privacy and ethical considerations Employer Readiness & Compliance Strategies – How businesses can proactively adapt to evolving AI regulations while ensuring workforce stability <p>Moderator: Vergheese Thirumala, Group Ceo, Maxitulin Group Expert In Ai-Driven Security & Workforce Risk Management</p> <p>Panelist 1: Zamir Hamdy Hamdan, Senior Manager Human Resources Business Partner, and Industrial Relations at Etika Group of Companies</p> <p>Panelist 2: Tham Li Vyten, Partner, Raja, Darryl & Loh Leading Employment & Industrial Relations Lawyer Specialist in Workforce Restructuring, Dismissal Disputes & Workplace Investigations</p> <p>Panelist 3: Bravo Looi, CEO & Founder at Nicsmics Leadership Transformation Strategist & AI-Driven Business Growth Specialist</p>
	3.00 pm – 4.00 pm	<p>SESSION 6: MENTAL HEALTH AND EMPLOYMENT LAW: LEGAL CONSIDERATIONS FOR A SUPPORTIVE WORKPLACE</p> <ul style="list-style-type: none"> Legal obligations for employers regarding mental health in the workplace Incorporating mental well-being into employment policies and frameworks Managing mental health-related leave, accommodations, and privacy rights Balancing performance management with mental health considerations <p>Speaker: Sara Lau, Employment & Immigration Law Partner, Skrine Recognised Leader in Labour Law, Workplace Compliance & ESG Advisory</p>
	4.00 pm – 4.15 pm	Evening Tea & Networking Session
	4.15 pm – 5.15 pm	<p>SESSION 7: DISCRIMINATION & WORKPLACE CONFLICTS: ADDRESSING BIAS, DISPUTES & FAIR EMPLOYMENT PRACTICES</p> <ul style="list-style-type: none"> Key anti-discrimination laws and employer obligations Handling workplace conflicts and disputes effectively The role of diversity, equity, and inclusion (DEI) policies Understanding the role of trade unions in addressing workplace discrimination and negotiating equitable employment practices <p>Speaker: Badrol Izam, Sr General Manager, Human Resource at Malaysia Marine & Heavy Engineering</p>
	5.30 pm	END SESSION







TENTATIVE SCHEDULE

 **31** | Thursday
July | **DAY 2**

	8.00 am – 8.45 am	Registration & Reception
	8.45 am – 9.00 am	Opening Speech by Chairperson
	9.00 am – 9.45 am	<p>SESSION 8: DOMESTIC INQUIRY & DISCIPLINARY ACTIONS: LEGAL FRAMEWORK & BEST PRACTICES</p> <ul style="list-style-type: none"> • Conducting a legally compliant domestic inquiry process • Managing employee misconduct and disciplinary procedures • Ensuring fairness and due process in investigations • Recent case law on domestic inquiries and lessons learned <p>Speaker: Amardeep Singh Toor, Partner, Lee Hishammuddin Allen & Gledhill (LHAG) <i>Award-Winning Specialist in Employment Law, Industrial Relations & Workforce Strategy</i></p>
	9.45 am – 10.45 am	<p>SESSION 9: TERMINATION & DISMISSAL IN MALAYSIA: AVOIDING LEGAL PITFALLS</p> <ul style="list-style-type: none"> • Understanding lawful vs. unlawful termination • Legal guidelines for performance-related dismissals • Handling retrenchment and redundancy cases properly • Key cases and precedents shaping dismissal laws in Malaysia <p>Speaker: Zi-Han Lim, Partner, Donovan & Ho <i>Specialist in Employment Litigation, Tax Disputes & Construction Arbitration</i></p>
	10.45 am – 11.00 am	Tea Break & Networking Session
	11.00 am – 12.00 pm	<p>SESSION 10: IMPLEMENTATION OF REMOTE AND HYBRID WORK POLICIES IN POST PANDEMIC ERA</p> <ul style="list-style-type: none"> • Balancing Work Models: Organizations face challenges in finding the right mix of remote and hybrid work, with issues around setting clear expectations, productivity, and employee engagement • Legal and Compliance Risks: Employers must navigate complex legal concerns, including compliance with labor laws, employee rights, and maintaining safety standards in remote and hybrid setups • Cybersecurity Concerns: The shift to remote work has raised cybersecurity challenges, with organizations needing secure communication tools, data protection measures, and training for employees • Technology & Infrastructure: Companies are investing in new tools and technologies to support remote and hybrid work models, ensuring seamless collaboration, communication, and project management <p>Speaker: Uma Devi Prapakaran, Industrial Relations & Employment Law Trainer & Consultant <i>Former Assistant General Manager, Industrial Relations, Telekom Malaysia Consultant - Industrial Relations, Malaysian Employers Federation (MEF)</i></p>
	12.00 pm – 12.50 pm	<p>SESSION 11: WHISTLEBLOWER PROTECTION IN MALAYSIA: LAWS, PROCEDURES & EMPLOYER PREPAREDNESS</p> <ul style="list-style-type: none"> • Navigating the Whistleblower Protection Act 2010: Rights and scope • Establishing internal reporting mechanisms and safe disclosure channels • Managing whistleblower cases while protecting confidentiality • Legal obligations and corporate preparedness for whistleblowing incidents <p>Speaker: Selvamalar Alagaratnam, Partner, Employment Practice Lead at Skrine <i>ESG & Employment Law Expert Employee Fraud & Dispute Resolution Specialist</i></p>

TENTATIVE SCHEDULE

 **31** | Thursday
July **DAY 2**

	1.00 pm – 2.00 pm	Lunch & Networking Session
	2.00 pm – 3.00 pm	<p>SESSION 12: E-INVOICING, PAYROLL TAXATION & EMPLOYMENT LAW: COMPLIANCE CHALLENGES FOR EMPLOYERS</p> <ul style="list-style-type: none"> • E-Invoicing & Employer Obligations – Compliance with Malaysia's mandatory e-invoicing framework • Payroll Taxation Compliance – Integration with payroll, reporting duties, and tax risks • Legal Considerations – Aligning salaries, benefits, and contracts with tax laws • Best Practices – Automating payroll tax reporting and ensuring compliance <p>Speaker: Dr Rasyidah Che Rosli, Director E-Invoice Division, Tax Operation Department, Inland Revenue Board Of Malaysia</p>
	3.00 pm – 4.00 pm	<p>SESSION 13: THE BRICK WALL DOCTRINE: STRATEGIC COMMUNICATION TO PREVENT CONSTRUCTIVE DISMISSAL CLAIMS</p> <ul style="list-style-type: none"> • Understanding the "Brick Wall Doctrine" – Insights from Dr. Tahirah's research on constructive dismissal and the critical role of employer-employee interactions. • Triggers and Risk Factors – How employer breaches, followed by neglect or dehumanization, escalate disputes leading to constructive dismissal claims • Proactive Communication Strategies – Implementing structured and empathetic communication to prevent claims and foster workplace harmony • Legal Precedents and Case Law Insights – Analyzing recent landmark cases to reinforce the importance of effective dispute resolution mechanisms <p>Speaker: Dr Tahirah Manesah Abu Bakar, Constructive Dismissal Specialist Former Industrial Court Panel Member Founder at NASARA CONSULT</p>
	4.00 pm – 4.15 pm	Evening Tea & Networking Session
	4.15 pm – 5.15 pm	<p>SESSION 14: EMPLOYMENT CONTRACT ESSENTIALS: CRAFTING LEGALLY SOUND AGREEMENTS</p> <ul style="list-style-type: none"> • Key clauses every employment contract must include • Avoiding pitfalls in contract drafting and negotiations • Handling contract disputes and terminations lawfully • Some court decisions on Employment Contract disputes <p>Speaker: Dato' Dr. Lim Weng Khuan Former, Malaysian Employers Federation (MEF) Council & National Labor Advisory Council (NLAC) member Certified & Accredited HRDC Trainer</p>
	5.30 pm	END SESSION

MEET OUR SPEAKERS



KUNJU KRISNAN A/L K. CHATHU NAIR

Kunju Krisnan Nair is a highly experienced professional with a diverse background in the legal and judicial sectors. After retiring from the Malaysian Judiciary in 2010 and Bank Negara Malaysia in 2017, where he served as a Mediator handling Insurance and Banking related matters, Mr. Nair transitioned into the field of HRDC training in 2018.

Mr. Nair holds an LLB Honours degree from the University of London, a Certificate in Legal Practice (CLP) from the University of Malaya, and was called to the Malaysian Bar in 2005. Additionally, he obtained a BSc and Diploma in Education from the University of Malaya. He is currently teaching Business and Company Law on a part-time basis.

With over 30 years of experience in senior management roles, including serving as a Session Court Judge, Magistrate, and Deputy Public Prosecutor, Mr. Nair brings a wealth of knowledge and expertise to his training programs. He has conducted various training sessions, since 2018 on topics such as unfair dismissal, Domestic Inquiry, Employment Law Amendments Act 2022, Sabah and Sarawak Labour Ordinance, stress and time management, safety and health at the workplace, Food Safety, Basic English communication, AMLA, ESG, Corporate Liability, Section 17A of the MACC Act, Strata Title Act and Council Management, Protocol and Etiquette, Offenses under the Customs Act, LMW issues, Whistle Blower Act, EPF, SOCSO, INCOME TAX, EIS, HRDC Levy, IR and Employer/ Employee relationship. Human Rights, Defensive Driving, Clean Room training and Sexual Harassment at the workplace.

Mr. Nair's extensive experience and dedication to professional development make him a valuable asset in the field of training and education.

LEGAL CONSULTANT | FORMER
SESSIONS COURT JUDGE |
FREELANCE HRDC-CERTIFIED
TRAINER | PART-TIME
LECTURER AT **MANAGEMENT
DEVELOPMENT INSTITUTE OF
SINGAPORE, CRESCENDO
INTERNATIONAL COLLEGE,
SOUTHERN UNIVERSITY
COLLEGE**



DATO' DR. NELSON RENGANATHAN

Senator Dato' Dr. Nelson Renganathan is a distinguished educationist, entrepreneur, and policymaker with over four decades of experience spanning higher education, human capital development, and public service. Holding a Doctorate in Business Administration and multiple professional qualifications in HRM and counselling, he has held leadership roles in institutions including Regent Education Group and currently serves as Executive Chairman of the Asia Pacific TVET Institute (APTII).

He is a former Director of TalentCorp Malaysia and was appointed as a Member of the National Education Advisory Council by the Ministry of Education. In 2021, he was appointed as a Senator by His Majesty the King, further underscoring his national contributions.

Dato' Dr. Nelson also leads the MIC Education Bureau and was elected as Vice President of MIC in 2024. His expertise lies in workforce development, education policy, and strategic institutional leadership. Under APTI, he has pioneered TVET programs aligned with national talent priorities, including initiatives benefiting Malaysia's national junior athletes.

MEMBER OF THE MALAYSIAN
SENATE (SENATOR)
EXECUTIVE CHAIRMAN,
**ASIA PACIFIC TVET
INSTITUTE (APTII)**



YB TUAN SIVAKUMAR VARATHARAJU NAIDU

YB Tuan Sivakumar Varatharaju Naidu currently serves as the Chairman of the Malaysia Convention & Exhibition Bureau (MyCEB), where he plays a pivotal role in shaping Malaysia's business events landscape. In this strategic leadership position, he works closely with government bodies, industry players, and international partners to elevate Malaysia as a leading destination for meetings, incentives, conferences, and exhibitions (MICE). His focus lies in driving economic impact through tourism, enhancing international collaboration, and ensuring the success of high-impact business events that boost the nation's global visibility.

A seasoned public servant and policymaker, YB Sivakumar has been a Member of Parliament since 2013, formerly served as Minister of Human Resources (2022–2023), and was the State Assemblyman for Tronoh, Perak (2008–2013). His leadership tenure also includes a term as Speaker of the Perak State Assembly, making history as Malaysia's first Indian Speaker.

Before entering public office, he held extensive roles in the insurance and financial services sector, including senior training and underwriting positions with Great Eastern and Kurnia Insurance. His background in corporate training, public speaking, and strategic negotiation continues to inform his impactful leadership in government and tourism development.

MEMBER OF PARLIAMENT,
MALAYSIA
& CHAIRMAN,
**MALAYSIA CONVENTION &
EXHIBITION BUREAU (MYCEB)**

MEET OUR SPEAKERS



SENIOR MANAGER HUMAN
RESOURCES BUSINESS PARTNER,
AND INDUSTRIAL RELATIONS AT
**ETIKA GROUP OF
COMPANIES**

ZAMIR HAMDY HAMDAN

Zamir Hamdy Hamdan, Senior Manager Human Resources Business Partner, and Industrial Relations at Etika Group of Companies

Zamir is a Human Resource and Legal professional with a specialization in Industrial Relations, and a passion for people management.

He was admitted to legal practice as an Advocate & Solicitor of the High Court of Malaya after completing his pupillage in 2011, and remained in legal practice in one of Malaysia's leading Law Firms till end of 2016. His legal practice focused on employment/industrial relations litigation and advisory, privacy/data protection, immigration, taxation, and general litigation.

On leaving practice, Zamir joined a few corporations and headed the IR team, in business sectors of construction, water treatment, plantation, technology, broadcast and entertainment, healthcare, and finally in FMCG. In his in-house roles, he functions as an integral senior HR management, and had successfully defended employers against unfair dismissal claims, managed manpower planning/downsizing exercise, managed dismissals, retrenchments, and separations, and spearheaded culture and transformation initiatives, and supported a wide range of business pillars as a partner.

Zamir works hard to afford holidays and prides himself in crafting memorable Out-of-Office auto-replies.



PARTNER,
SHEARN DELAMORE & CO.
LEADING EMPLOYMENT &
WORKPLACE RISK MANAGEMENT
LAWYER | EXPERT
IN SEXUAL HARASSMENT LAW &
COMPLIANCE

SUGANTHI SINGAM

Suganthi is a Partner in Messrs Shearn Delamore & Co specialising in employment and immigration areas in both contentious and non-contentious matters. She is engaged in trial and appellate advocacy at all levels of the Malaysian courts. Suganthi graduated from the University of Manchester in 1994 and after her admission to the Malaysian Bar in 1996, she went on to pursue her Masters of Law from the University of Malaya whilst practising in Messrs Shearn Delamore & Co.

For newly incorporated companies and foreign investments in Malaysia, she advises on the drafting of employment agreements, policies and handbooks as well as the entry requirements for ex patriates and corresponding legal requirements. She also trains employers to manage misconduct issues and poor performance in employees, advises on issues relating to employee stock option schemes, share awards, prepares panel members for domestic inquiries and trains personnel on how to conduct domestic inquiries.

For corporate acquisitions and mergers, Suganthi provides strategic guidance in dealing with the employment and related immigration issues that arise. She provides legal counsel in relation to business acquisitions, employment permits, long term social visit passes entry requirements, reorganizations, and voluntary and mutual separation schemes, harmonization of employment terms and retention of key management. In relation to workplace risk management and safety, she provides legal advice on occupational health and safety issues as well as sexual harassment policies and procedures. She also handles trade union recognition.

MEET OUR SPEAKERS



TOH SIEW PAT, PJPN

Toh Siew Pat is an HRD Corp Certified and Accredited Trainer, author, and industry expert specializing in employment laws, domestic inquiry procedures, and human resource management. Based in Kuala Lumpur, Malaysia, he has been actively conducting public seminars, conferences, and in-house training sessions since 2004. His expertise spans areas such as the Productivity Linked Wage System (PLWS), employee engagement, misconduct management, discipline, and performance improvement.

He is the author of "Domestic Inquiry – From Allegation to Termination", published by CLJ Malaysia Sdn. Bhd., and has spoken at numerous events organized by State Industrial Relations and Labour Departments. With a background in law enforcement, security management, and human resources, he brings a wealth of practical experience from his tenure as a senior police officer with the Royal Malaysian Police, as well as his leadership roles in public-listed companies.

Beyond training, he provides consultancy services on performance management, PLWS implementation, retrenchment programs, and serves as a panel member for domestic inquiry cases. His industry contributions include serving as an Industrial Advisor for the Bachelor of Business Administration (HRM) program at Multimedia University and as an evaluation panellist for HRD Corp's Trainer Development Framework.

He holds a Bachelor of Laws (LL.B) (Hons) from the University of London and has earned multiple certifications, including the Reid Technique of Interviewing and Interrogation, Maxwell Certified DISC Method Behavioural Analysis Trainer & Consultant, and HRD Corp Certified Trainer accreditation.

His achievements have been recognized through several prestigious awards, including:

- Chief of Staff Asia's HR Ecosystem Award (2022) – Best Training Provider in Malaysia (General Professional Skills).
- 101 Global HR Heroes Award (2019) – Awarded at the 27th World HRD Congress in Mumbai.
- Gold Award (HR Leader Category, 2017) – Malaysia HR Awards by MIHRM.
- Certificate of Recognition (2017) – ASEAN Productivity Linked Wage Conference, awarded by the Ministry of Human Resources Malaysia.
- Pingat Jasa Pahlawan Negara (PJPN, 2020) – National Service Medal.

Toh's extensive experience, industry insights, and commitment to professional development make him a sought-after speaker, trainer, and consultant in the field of employment law and HR management.



VERGHESE THIRUMALA

Vergheze Thirumala is the Founder & Managing Director of Maxitulin, an AI-powered physical security company established in Kuala Lumpur in 1997, with a strong business presence across Southeast Asia. With three decades of expertise, he has successfully overseen operations in Malaysia, India, and Saudi Arabia, playing a pivotal role in advancing AI-driven security technologies.

His extensive work across Southeast Asia and the Middle East provides him with deep insights into regional professional job challenges and requirements. In addition to leading Maxitulin, Vergheze serves as the CEO of Maxsecon, a company specializing in AI, Security, and Anti-Terrorism Training, Consultancy, and Security Audits in Malaysia, the Philippines, and Indonesia.



THAM LI VYEN

Tham Li Vyenn is a Partner at Raja, Darryl & Loh, specializing in employment and industrial relations law. She has extensive experience advising on workforce restructuring, retrenchment exercises, and misconduct investigations. Formerly with the Malaysian Attorney-General's Chambers, she also represents employers in unfair dismissal and constructive dismissal cases at the Industrial Court. Recognized by The Legal 500 Asia Pacific and Benchmark Litigation, she has been named a "Leading Individual," "Leading Partner," and "Future Star." Li Vyenn holds a Bachelor of Laws and a Master of Arts in Healthcare Ethics and Law from the University of Manchester.

CERTIFIED & ACCREDITED HRD
CORP TRAINER | AUTHOR OF
**"DOMESTIC INQUIRY - FROM
ALLEGATION TO
TERMINATION"**
| INDUSTRY EXPERT IN
EMPLOYMENT LAW &
HR MANAGEMENT
SPECIALIZING IN DOMESTIC
INQUIRY PROCEDURES,
EMPLOYMENT ACT, DISCIPLINE
& PERFORMANCE
MANAGEMENT

GROUP CEO,
MAXITULIN GROUP
EXPERT IN AI-DRIVEN
SECURITY & WORKFORCE
RISK MANAGEMENT

PARTNER AT
RAJA, DARRYL & LOH
LEADING EMPLOYMENT &
INDUSTRIAL RELATIONS LAWYER |
SPECIALIST IN WORKFORCE
RESTRUCTURING, DISMISSAL
DISPUTES & WORKPLACE
INVESTIGATIONS

MEET OUR SPEAKERS



CEO & FOUNDER AT **NICSMICS**
LEADERSHIP TRANSFORMATION
STRATEGIST & AI-DRIVEN
BUSINESS GROWTH SPECIALIST

BRAVO LOOI

Bravo Looi is a visionary leader and strategist, driving business growth and human capital transformation through leadership development, executive coaching, and corporate training. As the CEO & Founder of Nicsmics, he specializes in helping businesses, leaders, and teams unlock performance, foster innovation, and scale growth.

With a strong focus on team transformation and strategic decision-making, Bravo empowers organizations to build agile, high-performing teams capable of navigating change and achieving long-term success.

Beyond leadership development, he is at the forefront of digital transformation, leading a digital marketing agency that leverages AI-driven business solutions. His expertise in automation, branding, lead generation, and AI-powered process optimization helps businesses enhance customer engagement, streamline operations, and drive revenue growth in an evolving digital landscape.

Bravo's mission is clear—to create real impact in leadership transformation and digital business growth. Whether it's enhancing leadership capabilities, developing high-impact teams, or implementing AI-driven digital strategies, he provides the expertise, tools, and solutions to ensure success.

He welcomes opportunities to connect and collaborate on high-impact coaching, corporate training, facilitation, and digital transformation strategies.



EMPLOYMENT & IMMIGRATION LAW PARTNER, SKRINE
RECOGNISED LEADER IN
LABOUR LAW, WORKPLACE
COMPLIANCE & ESG ADVISORY

SARA LAU

Sara is a distinguished partner in the firm's Employment and Immigration practice, with extensive experience in both contentious and non-contentious employment and labor law matters. She provides strategic legal counsel on employment disputes, organizational restructuring, misconduct and disciplinary actions, unfair dismissal, trade union matters, and employment investigations. Her advisory work spans across industries and intersects with corporate, tax, compliance, and immigration issues.

She is also a key advisor on employment-related aspects of mergers and acquisitions, including employee transitions and workplace policy integration. More recently, Sara has focused on ESG compliance, advising companies on ethical recruitment, foreign labor practices, and alignment with ILO standards and Protocol 29.

Recognized for her practical, responsive, and precise legal advice, Sara was the sole Malaysian recipient of Lexology's Client Choice Award 2022 in Labor & Employment and is ranked under Who's Who Legal Southeast Asia 2024. Her expertise also extends to employment fraud, medical negligence, civil litigation, and professional liability.



SR GENERAL MANAGER,
HUMAN RESOURCE AT
**MALAYSIA MARINE & HEAVY
ENGINEERING**

BADROL IZAM

With a robust foundation in human resources and talent management, my career has been marked by driving operational excellence at Malaysia Marine & Heavy Engineering and formerly at Sapura Energy Berhad. Specializing in HR strategies and business partnerships, the focus has been on cultivating a diverse and skilled workforce.

My proficiency in industrial relations and employment law has contributed to the company's stability and growth. By fostering strategic policies and attention to detail, our organization has navigated the complexities of the global oil and energy industry, ensuring workforce agility and compliance.

MEET OUR SPEAKERS



PARTNER AT
**LEE HISHAMUDDIN ALLEN &
GLEDHILL (LHAG)**
AWARD-WINNING SPECIALIST IN
EMPLOYMENT LAW, INDUSTRIAL
RELATIONS & WORKFORCE
STRATEGY

AMARDEEP SINGH TOOR

Amardeep Singh Toor specializes in employment and industrial relations law, handling both litigation and advisory matters. He frequently represents employers in unjust dismissal claims, trade disputes, and high-profile cases before the Industrial Court, High Court, Court of Appeal, and Federal Court.

He provides strategic counsel on retrenchment, restructuring, misconduct, disciplinary actions, performance management, and employment documentation. His expertise also extends to immigration laws, foreign worker management, and employment-related tax matters.

Recognized as a Next Generation Partner by The Legal 500 Asia-Pacific 2025 and a Rising Star by asialaw 2024, Amardeep is highly regarded for his pragmatic approach, communication skills, and legal acumen. He was named Young Lawyer of the Year at the Asian Legal Business Awards – Malaysia 2024 and received an Honourable Mention for Malaysia Lawyer of the Year by asialaw's Client Choice Awards 2024.

A member of the Bar Council's Industrial & Employment Law Committee, Amardeep actively contributes to legal publications and conferences, including the Industrial Relations Law Conference and Malaysian Employment Law Conference. He is also a contributor to the Chambers Employment Global Practice Guide.

Qualifications:

- LLB (Hons), University of the West of England
- Barrister at Law (Lincoln's Inn), UK
- Advocate & Solicitor, High Court of Malaya

Practice Areas:

- Employment & Industrial Relations Law
- Immigration & Foreign Worker Management
- Employment-Related Tax Compliance



PARTNER, **DONOVAN & HO**
SPECIALIST IN EMPLOYMENT
LITIGATION, TAX DISPUTES &
CONSTRUCTION
ARBITRATION

ZI-HAN LIM

Zi-Han Lim is a Partner at DNH with strong expertise in employment litigation, commercial disputes, tax litigation, and construction arbitration. He regularly advises and represents clients in unfair dismissal, workplace discrimination, and complex employment matters, as well as in tax and customs-related disputes at various levels of court.

His experience extends to construction arbitration, particularly at the Asian International Arbitration Centre (AIAC), and legal issues involving Management Corporations and strata developments. Known for his practical and solution-focused approach, Zi-Han communicates effectively in English, Bahasa Melayu, and Mandarin. He graduated from Multimedia University and was admitted to the Malaysian Bar in 2015.



INDUSTRIAL RELATIONS &
EMPLOYMENT LAW TRAINER &
CONSULTANT
FORMER ASSISTANT GENERAL
MANAGER, INDUSTRIAL
RELATIONS, TELEKOM MALAYSIA
| CONSULTANT - INDUSTRIAL
RELATIONS, MALAYSIAN
EMPLOYERS FEDERATION (MEF)

UMA DEVI PRAPAKARAN

Uma Devi is a seasoned legal and industrial relations professional with 20 years of experience, specializing in employment, civil, and commercial disputes. She holds an LL.B (Hons) from the University of Wolverhampton, UK, and a Professional Diploma in International Arbitration.

Uma began her legal career with Messrs. Azman Davidson & Co. and was admitted as an Advocate & Solicitor of the High Court of Malaya in 2005. She later founded her own firm, Uma Devi & Co., where she acted as counsel in a wide range of employment and civil cases. Her litigation experience spans all levels of the Malaysian courts, including the Industrial and Labour Courts.

She has served as an Industrial Relations Consultant at the Malaysian Employers Federation (MEF), advising member companies on dismissals, contract terminations, and HR compliance matters.

Uma then transitioned to the corporate sector as Assistant General Manager and Section Head of Industrial Relations at Telekom Malaysia, where she led domestic inquiries, employee misconduct investigations, and strategic disciplinary processes. She also briefly held the position of Senior Assistant Vice President of Industrial Relations at Astro Malaysia before transitioning fully into training and consultancy.

Currently, Uma focuses on sharing her extensive legal and industrial relations expertise with HR leaders and organizations.



SELVAMALAR ALAGARATNAM

PARTNER, EMPLOYMENT
PRACTICE LEAD AT **SKRINE**
ESG & EMPLOYMENT LAW
EXPERT | EMPLOYEE FRAUD
& DISPUTE RESOLUTION
SPECIALIST

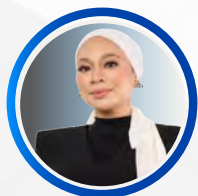
Selvamalar leads the Employment Practice at Skrine, where she advises a diverse portfolio of clients across multiple industries on a wide range of employment and human resource matters. Her expertise includes compliance with employment laws, managing employee exits—both collective and individual—handling disciplinary actions, trade union issues, dispute resolution, and business immigration.

She is regularly sought after for her guidance on ESG-related social criteria and business and human rights compliance. Selvamalar also serves as a facilitator for the Leading for Impact (LIP) programme by the Institute of Corporate Directors Malaysia (ICDM).

Her work includes strategic advisory in internal fraud management, particularly in high-profile cases involving employee misconduct. She also supports clients with compliance strategies related to anti-bribery and corruption regulations.

Her client base includes organizations across various sectors, including regulators, and her practice areas span:

- Employment Advisory & Compliance
- Employment Dispute Resolution
- ESG Advisory (Social Criteria & Human Rights)
- Employee Fraud Management & Investigations
- Medical Negligence



DR RASYIDAH CHE ROSLI

DIRECTOR E-INVOICE DIVISION,
TAX OPERATION DEPARTMENT,
**INLAND REVENUE BOARD OF
MALAYSIA**

Dr. Rasyidah Che Rosli is currently the Director of e-Invoice Division, Tax Operations Department, Inland Revenue Board of Malaysia (HASiL). She has served with HASiL for more than 17 years and been involved in various field including e-Invoicing implementation in IRBM, tax compliance for corporate and individuals as well as being involved with the implementation of data analytics. She has co-authored 2 publications on tax and has presented at tax conferences locally and internationally. Dr. Rasyidah has a PhD in Accounting (Taxation) and holds a Master in Forensic Accounting & Financial Criminology and a Degree in Accounting.



DR TAHIRAH MANESAH ABU BAKAR

CONSTRUCTIVE DISMISSAL
SPECIALIST | FORMER
INDUSTRIAL COURT PANEL
MEMBER | FOUNDER AT
NASARA CONSULT

With 23 years of corporate legal and human resources management experience across diverse industries—including maritime, manufacturing, and education—Dr. Tahirah Manesah has held senior positions at FFM Berhad, Power Root Berhad, and Inai Kiara Sdn Bhd.

As the Founder of Nasara Consult and Partner at Funktional Solutions, she has been a full-time HR & IR consultant since 2020, working with clients across Malaysia, the UK, Jordan, and Singapore, including GLCs, MNCs, SMEs, and boutique PR firms. A Certified Conscious Conversation Coach and Certified Essence of Life Facilitator, Dr.

Tahirah is a Professional Member (CAHRI) of the Australian HR Institute (AHRI) and has served in key advisory roles, including:

- Industrial Relations Advisor, Society for Equality, Respect, and Trust for All Sabah (SERATA)
- Industrial Advisor, Faculty of Business, DHRM Programme, City University Malaysia
- Panel Member, Industrial Court of Malaysia (2019–2022)
- Research Fellow, National HR Centre (2021–2022)

Holding a Doctor of Philosophy (PhD) in Business Administration from Asia e University (AeU), Dr. Tahirah is also an educator, having taught business and law subjects at City University Malaysia.

Beyond professional pursuits, she is passionate about mentoring startups, career development, and entrepreneurship programs, contributing to initiatives such as MyStep (Ministry of Finance Malaysia), Founders' Forge (Sarawak Digital Economy Corporation), Striver's Hub (Future Lab), and AHRI's Remote Mentoring Program (Australia).