



CPD 4/20

Dated 16 Oct 2020

Bar Council CPD Accreditation Code: T3/02112020/PGB/PGB201208/1

1 CPD Point

[Register online here](#)

The Continued Professional Development Subcommittee presents a webinar on

Challenges in Employment Law under the “New Normal”

Date: 2 Nov 2020 (Mon)

Time: 3:00 pm to 4:30 pm

Webinar via Zoom

Registration Fees:

RM 20-00 Members of the Bar

Free for Pupils in Chambers

RM 50-00 Non-Members



Upon successful registration and receipt of payment, the link to the webinar will be e-mailed to registered participants after the close of registration and it shall serve as confirmation of successful registration.

Registration will close at **3:00 pm, 30 Oct 2020 (Fri)**. No further registration will be accepted once the closing date has passed, or if the webinar is full.

The Organiser may not permit registration for future events if you fail to attend an online webinar after registering, unless acceptable and valid reason(s) are provided.

Summary of topics:

Employment Contracts

- Adequate to cover the pandemic situation?
- Is Employment Law suspended automatically during a crisis?

Employers' Duties

- Occupational Safety & Health Act
- Reduction of pay
- Unpaid Leave / Forced Annual Leave

Contractual Issues

- Force Majeure
- Frustration of Contract

Retrenchment Considerations

- The Dos & Don'ts

Possible Solutions

- Work From Home protocol
- Flexible Contracts of Employment
 - (i) Annualised Hours
 - (ii) Zero Hours
 - (iii) Fixed-Term Contracts

Malaysian Employment Law

- Are we ready for the challenges?

The Speaker:

TF Leow has over 35 years experience in the areas of employment and industrial law. He was previously a senior officer in the Ministry of Human Resources before he was admitted as an advocate and solicitor of the High Court of Malaya in 1995.

His areas of practice include handling trade disputes, employment litigation and trade union matters in the various Courts.

He has presented papers at several employer organisations on related topics.

He is presently the Chairperson of the Penang Bar Committee's Industrial & Employment Law Subcommittee.

If you have any enquiries, please e-mail us at secretariat@penangbar.org or speak to Shalini Seger at 04-261 5669.

Issued by:

Devkumar Kumaraendran

Chairman

Continued Professional Development Subcommittee



A Step-By-Step Guide to Join a Webinar via Zoom

Webinar via Zoom is an initiative by the Bar Council during the Movement Control Order.

Continue learning even while at home. We're here to inspire you, connect with you and learn with you. This guide will show you how to join a webinar smoothly.

01

For seamless streaming, download the Zoom app.



You will be given a webinar ID and a password to join the webinar once your registration has been confirmed.

02

Log in to Zoom, and provide your username.

For Members of the Bar or pupils in chambers, use the format below for identification purposes when prompted: **Full name (as per NRIC) | Bar Council membership number or petition number.**

For non-Members, provide your full name only.

03

Set up your space.



Find a spot which is comfortable and free from background noises. You may use an earpiece with microphone for clarity. Having a strong internet connection is equally important.

04

Please raise your questions only during the Question-and-Answer session.

Please take note that no speaking is allowed when the webinar is taking place.

If you wish to raise a question, please type in the Q&A box and the speaker will respond accordingly.

05

Please do not do these



Sharing screen recording and webinar ID and password links, and reproducing the content of the webinar on any platform.

Any unregistered person may be removed without prior notice and no CPD point will be awarded. Failure to adhere to this may result in disciplinary action by the Bar Council.