



MALAYSIA
HR FORUM


Industrial Relations Act 1967 (Amendment Act 2020)

13 February 2025 | 9 am - 5 pm

MALAYSIA HR FORUM ACADEMY
LEVEL 12, LOT 12A, MENARA PKNS PETALING JAYA,
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RM 1,500



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MODULE OVERVIEW

In this foundational module, students will gain an understanding of the principles and importance of industrial relations (IR) disputes and conciliation meetings at the IR Department. They will explore the fundamentals of the legal framework, and key stakeholders involved in managing IR disputes, understand and execute the conciliation process.

This module focuses on the practical aspects of conciliation, teaching students' effective negotiation and communication techniques. Students will learn how to manage conflicts, build rapport, and facilitate productive discussions between parties involved in IR conciliation. Role-playing exercises and case simulations will be integral to this module.

Students will also develop a comprehensive understanding of industrial court systems, including their jurisdiction and procedures. They will explore the differences between conciliation and IR Court hearings, learn how to prepare for court cases, and understand the legal requirements involved in industrial court proceedings.



LEARNING OBJECTIVES

- To have an in depth understanding of all relevant aspects of the Industrial Relations Act 1967 and its latest amendments as at 2020.
- To allow participants to deal effectively and with fairness and to establish harmony in the workplace.
- To understand the Industrial Court process
- How to represent a dismissal at Industrial Court.
- How to represent at conciliation.
- To know the rights of workmen & employers.
- To understand Trade Disputes and Collective Bargaining.
- To have knowledge on non-compliance and interpretation.

TARGETED PARTICIPANTS

- HR/IR Managers
- People Managers
- Executives
- HOD of IR



METHOD OF TRAINING

A combination of various learning methodology including

- lecture,
- group discussion.
- case study

LEARNING OUTCOME

At the end of this program participants will be able to:

- Appreciate the IR Act 1967.
- Have an in depth knowledge of representation at conciliation & IR Court.
- Have knowledge of the rights of workmen & employers.
- Gain knowledge on collective bargaining and its impact on the organizations.



CONTENTS DAY 1 | 9 AM - 5 PM

Module 1: Purpose of IR Act 1967

Module 2: Rights of Workmen & Employers

Module 3: Leave on trade union business.

Module 4: Prohibition on workmen and their trade unions

Module 5: Claims for Recognition

Module 6: Collective Bargaining

Module 7: Management Functions

Module 8: Effects of Collective Agreement

Module 9: Conciliation

Module 10: Representation of dismissal

Module 11: Industrial Court

Module 12: Trade disputes

Module 13: Strike

Module 14: Lockouts

Module 15: Picketing

Module 16: Interpretation

Module 17: Non-compliance

