



"IF COMPLIANCE IS EXPENSIVE, TRY NON-COMPLIANCE"

# SABAH LABOUR ORDINANCE & INDUSTRIAL RELATIONS *Masterclass*

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**RM 3,400**

Per Pax

## Physical Session

Kota Kinabalu, Sabah  
2026



Mr. Arulkumar  
Singaraveloo



## MODULE OVERVIEW

This two-day course Masterclass provides a comprehensive understanding of the Sabah Labour Ordinance amendments effective May 2025, their practical implications on HR and IR practices, and essential compliance strategies for employers in Sabah.

To achieve this objective, an inclusive operating climate is necessary. As such, the involvement of line managers or people managers must be enlisted and trained in managing people effectively. The Masterclass prepares managers and HR practitioners to handle people issues more effectively by understanding the various employment regulations and effective methods to handle disciplinary matters.

## LEARNING OBJECTIVES

- Develop a good understanding of the various employment laws in Malaysia.
- View disciplinary and people management matters from a legal viewpoint.
- Identify the source of people and disciplinary issues and address the root causes.
- Apply proper measures to address disciplinary issues in accordance with the employment laws.
- Identify an effective early intervention to avoid labour disputes.
- Resolve disciplinary and people matters effectively and in a timely manner.
- Improve workflow and productivity by developing and cultivating a disciplined workforce.



## TARGETED PARTICIPANTS

- HR practitioners, people managers or line managers (anyone managing others in their workplace – managers, supervisors, section managers & department heads).
- Anyone handling disciplinary matters, or develop procedures and formulate strategies to handle disciplinary matters and employment regulations for the organisation

## METHOD OF TRAINING

- **Interactive learning mode:** Encourage active learning among the participants with the use of real-life examples scenarios, case studies and personal experiences.
- **Discussions** – on identifying the concerns faced with superiors, actual case studies
- **Inquiry-based Learning** and gaining immediate advisory-level feedback from the trainer

## LEARNING OUTCOMES

Upon completion of the programme, participants will be able to:

- Understand various employment laws and expectations of a manager from a legal perspective.
- Develop effective skills in both preventive and corrective approaches towards disciplinary and employment matters.
- Act as an effective partner to Human Resources in managing people.
- Strengthen team discipline and morale to achieve departmental and organisational goals.
- Reduce and eliminate labour disputes by managing disciplinary and employment issues according to labour regulations.

## CONTENT | DAY 1

### **Main Coverage: Sabah Labour Ordinance, Basic Concepts of Effective People Management**

- Introduction to Malaysian Employment Laws
- How employment laws come into being
- Industrial Relations Act 1967 – Key Provisions
- Minimum Wages, Definition of Wages
- Employment Classifications
- Sabah Labour Ordinance – Core Provisions, and its 2025 Amendments to the Sabah Labour Ordinance
- Sexual Harassment & Workplace Protections
- Flexible Work Arrangement (FWA)
- Public Holiday FAQ
- Employment of Children, Young Persons & Women

## CONTENT | DAY 2

### **Main Coverage: Industrial Relations/People Management**

- Pre-requisites to effective people management
- Recruitment Strategies
- Probation Management
- Managing discipline and disciplinary procedures
- Managing performance issues
- Breakthrough HR Strategies (Masterclass special)
- Grievance management
- Managing employees with medical conditions
- Termination and dismissal
- Practical Applications & Compliance Strategies

\*Time/Topic may be changed based on the flow of the ongoing session

# ARULKUMAR SINGARAVELOO

*Co-Founder, CEO  
Malaysia HR Forum*

Over 23 years of progressive HR leadership in various industries including semiconductors, nitrile glove manufacturing, oil & gas, education & training, and transportation technology. Proven ability to align HR strategy with business goals and deliver exceptional results. Previously, Mr Arul has taken on roles as HR General Manager at Hartalega Holdings Berhad and Human Resources Director (Business Consulting Services) at Infineon.

Arul's extensive experience and strategic mindset make him a valuable asset for any organisation seeking to optimise its HR function and drive business success. A Business HR Leader who is well-acquainted to achieving business goals by ensuring all HR deliverables are aligned and delivered. Arul is familiar with business operations including regulatory works of general business operations in Malaysia. In HR, he has deep experience in business partnering, recruitment, training and development and employee relations (IR/ER), talent management, and performance management with good exposure in compensation & benefits Management. Also, an expert in setting up a HR team from grounds up.

## KEY SKILLS & EXPERTISE:

- Offers solutions to comply with Malaysian regulations, emphasising how the action affects overall HR practices.
- Versatile/Multifaceted: Experienced in major aspects of HR; from hiring the best talent to managing employee relations, and promoting high-performing HR teams.
- Streamlines HR processes to boost productivity.
- Problem Solver: Delivers practical solutions to complex HR and IR challenges through active engagement and inquiry-based learning atmosphere.
- Strategic Builder: Implements winning strategies to make your HR team a powerful asset to your business.

## TRAINER'S PROFILE



Masters of Business Administration,  
Strathclyde.

Co-founder of the Social Compliance  
Malaysia Chapter

Arul says he is “Someone who loves challenging work and ardent problem solver.”