

# Domestic Inquiry

28 April 2026, MEF Melaka Training Hall

## OVERVIEW

To equip participants with the knowledge and skills to conduct inquiries that comply with Malaysian labour laws and uphold principles of natural justice. This includes understanding the legal framework, ensuring procedural fairness, mastering the inquiry process and documentation, clarifying roles and responsibilities, and making sound, evidence-based decisions that align with company policies and statutory requirements.

## WHO SHOULD ATTEND

All private sector's employees especially those involved in human resources, handling personnel and industrial relations functions.

## COURSE CONTENT

8.30 am	Registration
9.00 am	<ul style="list-style-type: none"><li>• Introduction &amp; Legal Framework - Content: Overview of Employment Act 1955, Industrial Relations Act 1967, and key case law on DI</li><li>• Understand statutory requirements and consequences of non-compliance</li></ul>
10.30 am	Morning Break <ul style="list-style-type: none"><li>• Principles of Natural Justice</li><li>• DI Process &amp; Documentation</li><li>• Roles &amp; Responsibilities.</li></ul>
1.00 pm	Lunch Break
2.00 pm	<ul style="list-style-type: none"><li>• Evidence Handling &amp; Questioning Techniques</li><li>• Decision Making &amp; Report Writing</li></ul>
3.30 pm	Afternoon Break
3.45 pm	<ul style="list-style-type: none"><li>• Discussion &amp; Q&amp;A</li></ul>
5.00 pm	End of the Session

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## TRAINER'S PROFILE



EN MUHAMMAD  
ZULFADLEE THYE BIN  
ABDULLAH

MEF Consultant - Legal  
& Industrial Relations

En Muhammad Zulfadlee Thye Bin Abdullah, widely known as Zul Thye, is an Industrial Relations (IR) Consultant currently with the Malaysian Employers Federation (MEF), based in the Melaka Branch. With over 24 years of dedicated experience in union movements and industrial relations across Malaysia, Mr. Zul Thye brings a wealth of knowledge and practical expertise to his role, focusing on employer-employee relations, labour law compliance, an dispute resolution. In Malaysian Employers Federation (MEF) - Melaka Branch, Mr. Zul Thye provides advisory services, represents employers in IR cases, and leads training programs to improve workplace harmony and compliance with national labour laws.

In his previous role at the Social Protection Contributors Advisory Association Malaysia (SPCAAM) as the Communications and IR Coordinator, he managed key communication initiatives and coordinated industrial relations activities, fostering improved social protection for all the employees and business communities. Whereas at the Malaysian Trades Union Congress (MTUC) Mr. Zul Thye as the Industrial Relations Officer, played a pivotal role in advocating for workers' rights, managing cases at the Department of Labour, Department of Industrial Relations, and Labour Court. His contributions included mediation, case preparation, and representation, significantly impacting worker protections in Malaysia.

**Any cancellation of attendance must be communicated via email to [nur.anis@mef.org.my](mailto:nur.anis@mef.org.my) at least 3 working days prior to the event of MEF reserves the right to charge the full fees for "NO SHOW".**

## REGISTRATION



## COURSE FEE

- MEF Members : RM1,100.00 (inclusive of 8% SST)
- Non-Members : RM1,300.00 (inclusive of 8% SST)

## PAYMENT

Upon receiving your registration, a pro-forma invoice will be issued for companies applying for the HRD Corporation's grant. Only the pro-forma invoice will be provided, and no payment is required at this stage pending HRD Corporation's approval.

For companies not applying for the HRD Corporation's grant, an invoice will be issued and full payment must be made before the event.

MEF now offers a convenient online payment gateway for faster, easier transactions. Please note that this option is available only for non-HRDC payments.

### Payment details :

- Affin Islamic Bank Berhad
- Account No. : 105280002422
- In favour of : Malaysian Employers Federation

### Email the transfer slip and invoice to :

- [natasya@mef.org.my](mailto:natasya@mef.org.my)
- [yeokhoon@mef.org.my](mailto:yeokhoon@mef.org.my)
- [accounts@mef.org.my](mailto:accounts@mef.org.my)