



TERMINATION OF EMPLOYMENT

23 FEB 2026 | 9.00AM - 5.00PM |
MEFA TRAINING CENTER, PJ

Course Overview

The economic challenges have put considerable financial and operational pressure on many employers. In response, organizations may need to adjust the size of their workforce, which could include employee terminations. It is crucial that these processes are managed with care and professionalism to uphold fairness, comply with legal requirements, and maintain the organization's integrity. This course has been designed to identify the different types of termination of employment. Participants will be exposed to the proper procedures that must be adopted in dealing with different situations. Specific cases dealt by the Industrial Court and identifying the pitfalls during the termination process will also be discussed

Who Should Attend

- Human Resource Management
- Line manager
- Legal & compliance staff
- Supervisors

Learning Outcomes

- Understand legal and ethical responsibilities during termination
- Identify valid grounds and proper procedures for termination
- Communicate terminations clearly and professionally
- Manage employee reactions and provide support resources
- Reduce legal risks through proper documentation and processes

Course Registration :



<https://forms.office.com/r/uxxJmibcSY>

RM1,300*

(Price Inclusive of 8% SST)

HRDC Claimable*

Course Structure

Time	Agenda
9am - 10:30am	MODULE 1 : <ul style="list-style-type: none"> • Basis for termination of Employment: • Dismissal for misconduct • Fixed term contract issues
10.30am - 10:45am	Break
10:45am - 1.00pm	MODULE 2 : <ul style="list-style-type: none"> • Retrenchment -Overview of process and procedures • Retirement • Constructive dismissal • Poor performance issues
1.00pm - 2.00pm	Lunch Break
2.00pm - 5.00pm (15 min break in between)	MODULE 3 : <ul style="list-style-type: none"> • Frustration of Contract on Medical Grounds • Resignation • Dismissal for misconduct • VSS • Retirement etc.

Trainer Profile



**MOHAMED NASHARUDDIN
ISKANDAR SHAH BIN LEMAN**

Mr. Nash was admitted as an Advocate and Solicitor of the High Court of Malaya in August of 2020. Having obtained his LL.B (Hons) in 2017 and Post Graduate Diploma in Syariah Law and Practice in 2018 from Universiti Teknologi MARA, he is currently pursuing his LL.M at Universiti Malaya.

Mr. Nash is a Legal & Industrial Relations Consultant with expertise in Malaysian employment law, dispute resolution, and organizational risk management. He has advised and supported companies across various industries, inclusive but not limited to production, banking, healthcare and aviation, helping them navigate complex workplace matters while maintaining compliance with statutory requirements and business objectives.