



TERMINATION OF EMPLOYMENT

19 NOV 2025 | 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/NJLvZbR1fp>

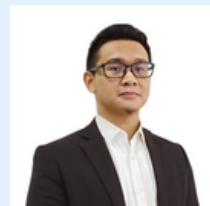
RM1,200*

(Price Inclusive of 8% SST)
HRDC Claimable*

Course Structure

Time	Agenda
9am - 10:30am	MODULE 1 : • Basis for termination of Employment: • Dismissal for misconduct • Fixed term contract issues
10.30am - 10:45am	Break
10:45am - 1.00pm	MODULE 2 : • 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 : • Frustration of Contract on Medical Grounds • Resignation • Dismissal for misconduct • VSS • Retirement etc.

Trainer Profile



**MUHAMMAD AIMAN
FIRDAUS B NOOR AZMAN**

A UKM Bachelor of Law (Hons.) graduate, called to the Bar at the High Court of Malaya in Kuantan, and active in the legal industry since 2019. Experienced in litigation, execution, and attachment matters, with strong principles of justice, diplomacy, and expertise across various legal fields.

Guest Speaker



**DATO' FREDRICK
INDRAN X. A. NICHOLAS**

Dato' Fredrick Indran X.A. Nicholas is a veteran legal professional who began his career in Malaysia's Judicial and Legal Service in 1986. He has served as Magistrate, DPP, Industrial Court Chairman, High Court Judge, and Judicial Commissioner, and now leads the Malaysian Employers Federation's Legal and Industrial Relations Division.

