



DOMESTIC INQUIRY

11 MAY 2026 | 9.00AM - 5.00PM | MEF ACADEMY

Course Overview

Employment is a fundamental liberty and merits protection. As such ensuring fairness in addressing misconduct allegations is essential. Therefore a domestic inquiry must strictly respect natural justice principles including giving both parties a fair hearing and preventing any bias. This training equips participants with practical knowledge so they can carry out inquiries in line with industrial relations best practices and relevant legal standards. Participants will then conduct domestic inquiries professionally. Case studies and group discussions will be incorporated to promote experiential learning.

Who Should Attend

- HR Management
- Managers
- Legal & Compliance Officers
- IR Personnel

Learning Outcomes

- Understand the legal framework governing Domestic Inquiry in Malaysia
- Identify and apply the roles and responsibilities of the Panel, HR, Prosecutor, and Employee
- Conduct Domestic Inquiries in a fair, impartial, and procedurally correct manner
- Prepare and manage documentation, evidence, and witness statements effectively

Course Registration :



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

RM1,000*

(Price Inclusive of 8% SST)

HRDC Claimable*



Course Structure

| Time | Agenda |
|-----------------------------------|--|
| 8:30 - 9:00AM | Registration |
| 9:00 - 10:30 AM | MODULE 1 : introduction to Domestic inquiry <ul style="list-style-type: none"> Understanding the Principle of Natural Justice Preliminary Investigation |
| 10:30 - 10:45 AM | Tea break |
| 10:45 AM - 1:00pm | MODULE 2 : <ul style="list-style-type: none"> Notice of DI including Drafting of charges Selection of Panel of Domestic Inquiry Role of Panel of Domestic Inquiry Role and Functions of Prosecuting Officers/Investigating Officers |
| 1.00 - 2.00 PM | Lunch Break |
| 2.00 - 5:00 PM (15 Mins Break) | MODULE 3 : <ul style="list-style-type: none"> Understanding process flow of DI Examination-in-Chief Re-Examination Findings and Decision Punishment Cross Examination Understanding the preparation of Minutes of Inquiry Findings of the DI Discussion on 2023 Federal Court decision case : Amirul Fairuz Ahmad v. Universiti Teknologi Petronas |

Trainer Profile



**SACHA MARIA
ALOYOUS ALFRED**

Sacha achieved a Second Upper LLB (Hons) from the University of Hertfordshire obtained the Certificate in Legal Practice. Whilst doing so, she completed internships at Dennis Nik & Wong, Raja Darryl & Loh and Adnan Sundra & Low, besides working as a paralegal in Raja Darryl & Loh. Engaging actively in mooting during university, Sacha won competitions she signed up for in her final year, eventually being titled the "best mooter". She then completed her pupillage at Azim Tunku Farik & Wong in 2018 and was called to the Bar in Jan 2019 as an advocate & solicitor. Sacha commenced practice in general litigation, employment law and industrial relations at a boutique firm in KL before joining Dharmen Sivalingam & Partners in 2020. In doing so, she has been actively involved in representing companies of all sizes.

