



WEBINAR: THE LATEST UPDATES ON SABAH & SARAWAK LABOUR ORDINANCES

29 OCT 2026 | 9.00AM - 5.00PM |
ONLINE (MS TEAM)

Course Overview

The Labour Ordinances of Sabah and Sarawak are distinct from the Employment Act 1955 (Peninsular Malaysia) and have recently undergone key amendments to align more closely with national employment standards. These changes have significant implications for employers operating in East Malaysia, particularly in terms of working hours, employee benefits, contract terms, and statutory compliances. This webinar is designed to provide HR professionals, business owners, and compliance officers with a clear understanding of the latest updates to the Sabah Labour Ordinance (Cap. 67) and Sarawak Labour Ordinance (Cap. 76). It will highlight the key differences from the Employment Act, discuss how these changes affect day-to-day HR operations,

Who Should Attend

- Human Resource Personnel
- Legal & Compliance Officers
- Line Managers / Supervisors
- Industrial Relations Officers

Learning Outcomes

Participants will be able to :

- Understand the scope and application of the Sabah and Sarawak Labour Ordinance (Amendment) Act 2025
- Identify the key changes introduced and their practical implications on HR and employment practices
- Interpret the revised obligations of employers and rights of employees under the updated law

Course Registration :



<https://forms.cloud.microsoft/r/pt8c8c7pqqd>

Course Structure

Time	Agenda
9:00am - 10:30am	Module 1 : Understanding the Latest Labour Law Changes in Sabah & Sarawak - Overview of the Labour Ordinance (Sabah Cap. 67) and Labour Ordinance (Sarawak Cap. 76) - Key amendments and changes introduced under the respective Ordinances - Scope and application of the Labour Ordinances and employee coverage - Similarities, differences and practical implications for employers
10:30am - 10.45am	Morning Break
10:45am - 12.30pm	Module 2 : Working Hours, Leave & Wage Entitlements - Working hours, the 45-hour working week, rest days and work arrangements - Flexible Working Arrangements (FWA) and employer responsibilities - Public holidays, annual leave, sick leave and hospitalisation leave - Maternity, paternity and family-related statutory entitlements
12.30pm - 1.30pm	Lunch Break
1:30pm - 3:00pm	Module 3 : Wages, Workplace Protection & Employer Responsibilities - Wage-related obligations and salary administration - Salary calculation for incomplete months and practical payroll considerations - Discrimination in employment and workplace protection - Sexual harassment, complaint handling and employer obligations
3:00pm - 3:15pm	Afternoon Break
3:15pm - 5:00pm	Module 4 : Other Key Amendments & Practical HR Compliance - Employment of children and young persons, contractors for labour and related protections - Termination and lay-off benefits - Record keeping, employment documentation and HR policy updates - Enforcement powers, penalties and practical steps to ensure compliance

Trainer Profile



MR CYRILL CLADE AGUS

Cyrill Clade Agus is a Consultant at MEF Sabah with a background in both legal practice and in-house legal and compliance. He obtained his Bachelor of Legal Studies (Hons.) in 2014 and Bachelor of Laws (Hons.) in 2016 from UiTM Shah Alam and was admitted as an Advocate & Solicitor of the High Court of Malaya in 2017.

He practised law for over four years at one of the legal firms in Kuala Lumpur, primarily handling general litigation and dispute resolution. He later served as a Legal & Compliance Executive in the private sector, gaining experience and exposure in employment law, contract review, regulatory compliance, and ISO 27001 internal audits.

