



DOMESTIC INQUIRY

15 OCT 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/tfm7MaRsMs>



Course Structure

Time	Agenda
8:30 - 9:00AM	Registration
9:00 - 10:30 AM	Module 1 : Introduction to DI • Principle of Natural Justice • Preliminary Investigation
10.30 - 10.45 AM	Morning Break
10:45 AM - 1:00pm	MODULE 2 : • Notice of DI & 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 - 4:00 PM	MODULE 3 : • 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
4.00 - 4.15 PM	Tea Break
4.15 - 5.00 PM	MODULE 4 : • Discussion on 2023 Federal Court decision case : Amirul Fairuz Ahmad v. Universiti Teknologi Petronas • Case Study & Conclusion
5.00 PM	Session Ends

Trainer Profile



KESHAN MAKADIA PILLAY

Keshan Pillay is a Legal and Industrial Relations Consultant at the Malaysian Employers Federation (MEF), advising employers on employment law, industrial relations, regulatory compliance, dispute management, and workforce governance. He holds an LLB from Cardiff University, was called to the Bar of England and Wales, and admitted as an Advocate and Solicitor of the High Court of Malaya in 2020.

He began his career at Messrs. Lee Hishammuddin Allen & Gledhill, specialising in Employment Law and Industrial Relations, before gaining broader litigation experience at Messrs. Azim, Tunku Farik & Wong. He also has experience in Talent Recruitment and HR Advisory.

At MEF, Keshan advises on workplace misconduct, redundancy and restructuring, mutual separation schemes, fixed-term contracts, disciplinary action, collective bargaining, performance management, and termination of employment. He reviews employment contracts and company policies, and assists employers in disputes before the Industrial Court and Labour Court.