



**UPDATED SYLLABUS
7 MONTHS ONLINE
+ PROJECT PAPER
DUAL QUALIFICATION**

DIPLOMA INDUSTRIAL RELATIONS 2023 CERTIFIED IR PRACTITIONER

ONLINE CLASSES

9 April 2023/ Sundays only

RM8,500 (incl 6% SST) – HRDC Claimable

Group Discount RM300 [3 or more same company]

Discount of RM300 for self paying individuals



The Diploma in Industrial Relations – the only comprehensive industrial relations course in collaboration with the International Labour Organization (ILO). Designed as a practical course targeted at Human Resource practitioners and specialist Industrial Relations / Labour Laws personnel, this 7 months online course is conducted by industrial relations practitioners, lawyers, human resource specialist and representatives from ILO. Participants will develop knowledge & skills in providing practical advisory and implementation on employment laws, industrial relations, labour laws, union management and first-hand experience of proceedings in industrial and labour courts.

DIPLOMA IR qualification is an industry based formalization of the competency standards for effective application of IR & labour laws - issued by MEF Academy and also recognised qualification as Certified IR Practitioner issued by Asia eUniversity.

Successful candidates with requisite working experience, will receive DUAL QUALIFICATION upon satisfactory completion of the course, examination, assignments and project paper.

COURSE STRUCTURE & MODULES

MODULE 1- INTRODUCTION TO EMPLOYMENT LAWS EMPLOYMENT ACT 1955 (AMENDMENTS) & REGULATIONS

1. Employment Act 1955 <ul style="list-style-type: none"> ▪ Definition of employee under EA 1955 ▪ Applicability of the EA 1955 <ul style="list-style-type: none"> • Advances & deductions • Employment of women • Maternity protection • Priority of wages • Contractors & principles • Rest Day • Hours of work • Overtime • Public holidays • Annual leave • Sick leave • Employment regulations 	9 April 2023 16 April 2023 (9am – 5pm)
Termination & Lay-Off Change of ownership/business Calculation of ordinary rate of pay.	
1. Registers, Returns and Notice Boards 2. Discussion of Cases on Employment Law	
1. Common Law position of employer-employee relations 2. Employment Law - Rights, Liabilities and Remedies	14 May 2023 (9am – 5pm)
1. Other Employment Legislations & Regulations <ul style="list-style-type: none"> – Regulations under Employment Act – Termination and lay-off Benefits & Regulations – Children & Young Person's Act – Workmen Compensations Act (foreign workers) – Akta 446 – Workers Minimum Standards of Housing Act – <u>Prevention and Control of Infectious Diseases Act 1988</u> – OSHA Act 1994 	21 May 2023 (9am – 5pm)
ASSIGNMENT 1: FIELD VISITS TO LABOUR DEPARTMENT <ul style="list-style-type: none"> – Role Of Labour Department and Labour Court Hearing – Report submission on the visits 	*Visits ½ half day on weekday *Report submission by 2 weeks
TOTAL HOURS – MODULE 1	28 hrs

MODULE 2 - INDUSTRIAL RELATIONS IN MALAYSIA INDUSTRIAL RELATIONS ACT 1967 & REGULATIONS

1. Overview of the Industrial Relations Act 1967 2. Protection of Rights of Workmen and Employers <ul style="list-style-type: none"> – Rights of workmen and employers protection – Rights and Prohibitions on employers / trade unions – Reference of complaint to Industrial Court 	28 May 2023 (9am – 5pm)
1. Managerial Prerogatives 2. Role of Industrial Court <ul style="list-style-type: none"> – Composition – Jurisdiction – Awards 	11 June 2023 (9am – 5pm)
1. Dispute Resolution <ul style="list-style-type: none"> – Negotiation – Conciliation – Arbitration 	18 June 2023 (9am – 5pm)
1. Role of Industrial Relations Department <ul style="list-style-type: none"> – IR Rules – Conciliation 	
TOTAL HOURS – MODULE 2	21 hrs



COURSE STRUCTURE & MODULES

MODULE 3 -TRADE UNION ACT & COLLECTIVE AGREEMENTS	
1. Trade Union Act 1959 – Workers right to participate in union activities – Federal constitutions – ILO conventions – Registration & de-registration of Trade Unions – Officers and employees of Trade Unions – Rights and liabilities of Trade Unions – Strikes	25 June 2023 (9am – 5pm)
2. DYNAMIC OF COLLECTIVE BARGAINING - Legal Framework on Collective Bargaining/Collective Agreements – Definition – Right to collective bargaining – ILO Convention No. 98- the Right to Organise and to Bargain Collectively – Statutory provisions relating to collective bargaining & collective agreement (IRA): Justification for statutory provisions. – Union’s proposal for collective agreement – Collective Bargaining/ Collective Agreements Process – The company’s preparation for collective bargaining – Review of financial capacity to pay wage increase – Review of comparative terms and conditions of service with Wage fixation policy: Industrial court Awards – Consumer Price Index (CPI) & salary adjustment	9 July 2023 (9am – 5pm)
3. Principles of Collective Agreements 4. Knowing Your CA 5. Issues in CB 6. Articles of CA	16 July 2023 23 July 2023 (9am – 5pm)
TOTAL HOURS – MODULE 3	28 hrs

MODULE 4 - GRIEVANCE HANDLING, DISCIPLINARY PROCEDURE & TERMINATION OF EMPLOYMENT	
1. Grievance Handling – Four-step approach to handling grievances – Grievance Procedure – In unionized & non-unionized companies Grievance Case Study	6 Aug. 2023 (9am – 5pm)
2. Constructive Dismissal – Test for CD – Substantive breach – Forced resignation - Handling claims of CD	13 Aug 2023 (9am – 5pm)
3. Misconduct - Meaning of positive and negative discipline - Definition of misconduct - Misconduct arising from breaches of express and implied duties - Concept of Social Justice 4. Disciplinary Procedures - Why conduct Domestic Inquiry - Legal & contractual requirements, demands of Natural Justice and Industrial Court Guidelines - Domestic Inquiry Procedures - Mock Domestic Inquiry exercise 5. Employee Misconduct – Due inquiry – Natural justice – Issues under Section 14 EA - Case Studies on Misconduct in Employment	20 Aug 2023 27 Aug 2023 (9am – 5pm)

COURSE STRUCTURE & MODULES

MODULE 4 - GRIEVANCE HANDLING, DISCIPLINARY PROCEDURE & TERMINATION OF EMPLOYMENT (CON'T)

<p>1. Forms of Termination of Employment</p> <ul style="list-style-type: none"> - Poor performance issues - Resignation - Retrenchment -Proper process and procedures - Constructive dismissal - Retirement - Fixed term contract - Frustration of Contract on Medical Grounds - Dismissal for misconduct <p>• Types of misconduct that merit dismissal</p> <ul style="list-style-type: none"> - Malingering - Absenteeism & Late Coming - Assault towards a superior - Cyber Misconduct - Conflict of interest - Abuse of Medical leave -Falsifying Medical Leaves - False Declaration - Theft - Fighting - Sleeping on Duty - Dishonestly 	<p>3 Sept 2023 10 Sept. 2023 (9am – 5pm)</p>
<p>ASSIGNMENT 2 : FIELD VISIT TO INDUSTRIAL COURT AND INDUSTRIAL COURT HEARING</p> <ul style="list-style-type: none"> - Report submission on the visits 	<p>*Visits ½ day (half day) on weekday *Report submission by 2 weeks</p>
TOTAL HOURS – MODULE 4	42 hrs

MODULE 5 - INTERNATIONAL PERSPECTIVE ON EMPLOYMENT / INDUSTRIAL RELATIONS TOOT

<p>1. International evolvement of Industrial Relations (NEW)</p> <ul style="list-style-type: none"> - Social clauses & WTO - Global compact - Free Trade Agreements - Social Security Net 	<p>17 Sept 2023 (9am – 1pm)</p>
<p>2. International Labour Organisation (ILO)</p> <ul style="list-style-type: none"> ➤ Functions of ILO ➤ International Labour Standards (ILS) and industrial relations ➤ ILO Conventions 	<p>24 Sept 2023 (9am – 1 pm)</p>
<p>3. Issues on ILO Conventions</p> <ul style="list-style-type: none"> - Relevance of ILS to Malaysian Industrial Relations - ILS Obligations – common misconceptions 	<p>7 Oct. 2023 (9am – 1pm)</p>
<p>4. Exam Revision – All modules</p>	<p>14 Oct. 2022 (9am – 1pm)</p>
FINAL EXAMINATION	<p>5 Nov. 2022 (9am – 1pm)</p>
TOTAL HOURS – MODULE 5	20 hrs
TOTAL DAYS	21 days
TOTAL HOURS ALL MODULES	135 hrs
IR PROJECT PAPER (Research Skills & Dissertation)	<p>5 Nov. 2022 (9am – 5pm)</p>

COURSE ASSESSMENT, CERTIFICATION & FEES

All modules, learning activities, research assignments, examinations and project papers are designed to ground input material whilst drawing relevance to participant's organization and work functions. This ensures maximum transfer of learning to the workplace.

Assignment Participants are required to research and develop 2 assignments to display level of understanding on specific modules.	20% of competency assessment
Examination Participants are required to prepare & sit for 1 examination to display level of understanding on the modules	40% of competency assessment
IR PROJECT PAPER Participants are required to research, develop and dissertation the IR Project paper topics assigned.	40% of competency assessment



ENTRY REQUIREMENTS

Minimum SPM/SPVM or MCE or Certificate IR / HRM with 2 years working experience in human resource or industrial relations.

CERTIFICATION

Upon completion of all program requirements, the Diploma in Industrial Relations will be awarded by the MEF Academy, in collaboration with International Labour Organisation (ILO) and the Certified IR Practitioner will be issued by Asia eUniversity

COURSE FEES

RM8,500 per participant [including SST] under HRDC SBL Khas / claimable course, Upfront payment of 30%.

- Group Discount RM300 for 3 or more pax from same company
- Discount of RM300 for self paying individuals
- Discount of RM700 for graduants of MEFA Certificate in Human Resource Management / Certificate in Industrial Relations.
- Instalment payment of 3 payments available

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DIPLOMA IN INDUSTRIAL
RELATIONS



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