



WORKFORCE  
CONSULTING

# EMPLOYMENT ACT 2.0

## HR MUST KNOW



**SIM LING KU**

*Influencing HR in Malaysia,  
#AuntyHR #BebelBimbo*



**VICTOR GAN**

*Head Consultant,  
E2 Workforce Consulting*



**19 & 20 JAN 2026**



**9.00AM - 5.00PM**



**RENAISSANCE  
JOHOR BAHRU HOTEL**

|        | RETAINER CLIENT                                      | NORMAL RATES                                         |
|--------|------------------------------------------------------|------------------------------------------------------|
| 2 DAYS | <b>RM 2999</b> <small>PER PAX<br/>PER COURSE</small> | <b>RM 3499</b> <small>PER PAX<br/>PER COURSE</small> |

### FOR MORE INFORMATION

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**FOR REGISTRATION  
SCAN QR CODE**

19 JANUARY 2026 - 9.00AM - 5.00PM

**Registration**

8.30am – 9.00am

**OPENING**

- Welcome message & reiteration training objective & outcome
- Agenda run-through
- Speed networking
- Brief intro of the trainer

9.00am – 10.00am

**Module 1: Introduction to the Employment Act 1955**

- History of the Employment Act 1955
- Purpose of the Employment Act 1955
- Other relevant labour laws

10.00am – 10.30am

**MORNING BREAK**

10.30am – 10.50am

**Module 2: Key Provisions Part 1: The Basics**

- Who is being covered by the Employment Act 1955
- What is meant by wages
- Payment of wages
- Deduction of wages
- Working hours & shift work
- Rest Days
- Overtime Payment

10.50am – 12.30pm

**LUNCH BREAK**

12.30pm – 1.30pm

**Battle of the Batu Seremban**

- Boost energy levels, and prepare participants for the remainder of the day's training with renewed enthusiasm

1.30pm – 2.15pm

**Module 3: Key Provisions Part 2: Cuti-Cuti Malaysia**

- Annual Leave
- Sick Leave & Hospitalisation Leave
- Public Holidays
- Congratulatory & Compassionate Leave
- Other Types of Leave

2.15pm – 3.30pm

**AFTERNOON BREAK**

3.30pm – 4.45pm

**Module 4: Key Provisions Part 3: Parents Protection**

- Maternity Leave & Allowance
- Protection for Pregnant Mothers
- Paternity Leave

4.45pm – 5.00pm

**Closing: Q&A**

- Clarify doubts and reinforce understanding

5.00pm

**End of Day 1**

20 JANUARY 2026 - 9.00AM - 5.00PM

**Registration**

8.30am – 9.00am

**OPENING**

- Getting to know each other
- Recap of Day 1
- Day 2 Agenda run-through

9.00am – 9.45am

**Module 5: Key Provisions Part 4: Sexual Harassment**

- Definition of sexual harassment
- Sexual Harassment Inquiry
- Awareness of Sexual Harassment

9.45am – 10.30am

**MORNING BREAK**

10.30am – 10.50am

**Module 6: Key Provisions Part 5: Termination**

- Termination of Contract of Service
- Termination/Lay-Off Benefits
- Code of Conduct of Industrial Harmony 1975
- Retrenchment

10.50am – 12.00pm

**Module 7: Key Provisions Part 6: Other Amendments**

- Flexible Working Arrangements
- Employment of Foreign Workers
- Contract For Service vs. Contract of Service

12.00pm – 12.30pm

**LUNCH BREAK**

12.30pm – 1.30pm

**The Alchymyst's HR Card Game**

- The Toxic Workplace Game

1.30pm – 2.15pm

**Module 9: Employers Obligations & Compliance**

- Introduction to Employment Regulations 1957 & Employment (Part Time) Regulations 2010
- Consequences of non-compliance
- Grievances handling, dispute resolution and role

2.15pm – 3.30pm

**AFTERNOON BREAK**

3.30pm – 4.45pm

**Assessment**

- Grand Finale Quiz Fiesta

4.45pm – 5.00pm

**Closing: Q&A**

- Clarify doubts and reinforce understanding

5.00pm

**End of Training**

## SPEAKERS PROFILE



### SIM LING KU

*Influencing HR in Malaysia,  
#AuntyHR #BebelBimbo*

Ku Sim Ling, fondly known as "Professional Bimbo" or "AuntyHR" on social media. She is a seasoned HR expert with 20 years of experience in the workforce solutions industry. Formerly the Corporate Services Director at a leading multinational in Malaysia, she made a bold career shift at 45 to embrace her passion as an HR Influencer in 2023.

A nominee for the TikTok Awards Malaysia 2024 as Education Creator of the Year, she uses her platforms to promote workforce harmony and the importance of education. She is a former panel member of the Malaysian Industrial Court appointed by MOHR, representing employers. Holds a B.Eng (Hons) in Electronics, majoring in Computer from Multimedia University.

She is also the founder of the self-awareness campaign #DilarangBodoh by Bimbo Society. And she is on a mission to challenge workplace norms and inspire learning with a blend of humour and real-life experience.

Experience is everything.



### VICTOR GAN

*Head Consultant,  
E2 Workforce Consulting*

Victor specialises in employment laws, covering all aspects of industrial relations and workforce management. He has a proven track record of handling complex and sensitive issues and has represented over a thousand employers across multiple industries throughout his career. Victor stands out in providing specialised services, which includes but is not limited to contract and policy management, disciplinary and performance, trade union matters, large scale termination, mergers, acquisitions and closures.

Victor is also a seasoned presenter and speaker. He is familiar and comfortable with complex environments requiring presentations to workplace committees and / or Board of Directors for government linked companies and listed companies. Victor is a frequent speaker at events and conferences throughout Malaysia.

In his past consulting firm, Victor, in his capacity as CEO led his team to multiple awards within the HR fraternity. Victor is also recognised in the 2nd edition of Britishpedia's Successful People in Malaysia and was awarded the Outstanding Leadership Award in Dubai.

Victor has also held senior positions in Human Resources for an international company with a headcount of over 1000 pax. Victor holds a degree in law from the University of Tasmania.

