

Rödl & Partner

MINDFUL LEADING

EMPLOYMENT HEALTH CHECK 2023

Employment Law | HR Procedures

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Are your company policies in shape?

Malaysia is known to have a “pro-employee” employment legislation. Failure on behalf of employers to follow proper procedures and to rely on well-drafted employment contracts while dismissing employees, creates a significant chance of an employee being awarded compensation as a result of an unfair dismissal claim.

A successful unfair dismissal claim usually leads to monetary remedies, i.e. up to 24 months of back wages and compensation in lieu of reinstatement.

Failure of implementing certain HR policies may also result in fines imposed by the competent authorities. In contrast, besides avoiding claims and fines, up-to-date HR policies and procedures also allow for a structured and efficient processing of potentially difficult situations, such as misconduct of employees.

All said risks can be minimized through our Employment Health Check.

In line with the changes to the Employment Law which are effective since 1 January 2023, we are providing a comprehensive health check for our clients.

Our Services

- Risk Assessment of employment contract templates
- Review of employee handbooks
- Review of company policies and disciplinary procedures
- Report on the findings of the Health Check
- Proposal for elimination or minimization of potential risks

Who might need the health check

- All Employers having a business in Malaysia aiming to ensure compliance with the Employment Law
- Employers who have not reviewed their standard employment contracts and employee handbook since 1 January 2023, as there have been several changes to the Employment Act
- Employers wanting to prevent or minimize unfair dismissal claims and to avoid future fines for insufficiently documented internal procedures

Interested? We are looking forward to getting in touch with you.

Contacts for further information

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