

COMPLETE GUIDE TO RETRENCHMENT, VOLUNTARY SEPARATION SCHEME (VSS) AND MUTUAL SEPARATION SCHEME (MSS) – LEGAL COMPLIANCE

PD PRACTICALDOCTRINAS
training and consulting



10-11 Aug 2026, Hotel Ideas, KL
12-13 Aug 2026, Olive Tree Hotel, Penang
17-18 Aug 2026, Online training via Zoom



9.00am - 5.00pm
HRD Corp Prog No:
10001671184

Retrenchment has been defined as the discharge of surplus labour or staff by an employer for any reason whatsoever otherwise than a punishment inflicted by way of disciplinary action as said in the case of William Jacks & Co (M) Bhd v S. Balasingam (1997) 3CLJ 235. Even though it is the right of the employer to retrench redundant employees, this action of the employer can be challenged by retrenched employee in the Industrial Court.

These two days training provides complete guide to retrenchment, voluntary separation / retirement scheme and mutual separation scheme / agreement in compliance to legal requirement. The training is made practical and easily understood by participants with reference to case laws



TRAINING OBJECTIVES

- ✓ Have complete knowledge on Retrenchment, VSS and MSS
- ✓ Fully understand the legal requirements of Retrenchment, VSS and MSS
- ✓ Carry-out confidently Retrenchment, VSS and MSS exercises for your organisation without infringing industrial law.
- ✓ Learn to write relevant notice, letters and agreement



TRAINING METHODOLOGY

Interactive Lectures, Discussion,
Case Study and Review of Court Awards



TARGET PARTICIPANTS

Directors, HR Practitioners, IR Practitioners,
Managers, Head of Departments, Section Head,
Executives, Officers and Supervisors

REGISTER AT

<https://tinyurl.com/25w2mfek>



Contact Training at 012-5592024



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COURSE CONTENT

- Module 1: Introduction to Retrenchment
- Module 2: Landmark Cases
- Module 3: Employer's Rights to Reorganization of Business and Limitations
- Module 4: Principles of Last-In First- Out (LIFO)
- Module 5: Legal Guide to Retrenchment Procedures
- Module 6: Voluntary Separation / Retirement Scheme (VSS / VRS)
- Module 7: Mutual Separation Scheme / Agreement (MSS / MSA)



COURSE FEE

- RM2,490.00 per person for F2F at KL & Penang
- RM2,100.00 per person for Online Training



PROMOTION

Register 3 participants, get one free seat
100% HRD Corp Claimable



DAVE MUNISH

- Master of Human Resource Management, Hons
- Bachelor of Economics, Hons (UKM)
- PSMB/HRDF Certified Trainer
- PSMB/HRDF Accredited Trainer
- Ex-Industrial Court Panel
- Ex-SOCISO Appellate Board Panel



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