

Circular No 053/2022
Dated 2 Mar 2022

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8 Mar 2022 (Tuesday), 3:00 pm to 4:30 pm

CPD **Live**

1 CPD Point

Fixed-Term Contracts: Unravelling the Law and Debunking the Myths

The webinar aims to provide an overview of the principles of a fixed-term contract and discusses what amounts to a genuine fixed-term contract (including the 3 considerations propounded by the Federal Court in *Ahmad Zahri bin Mirza Abdul Hamid v Aims Cyberjaya Sdn Bhd* [2020] 1 LNS 494), debunking the myths of fixed-term contract and how to mitigate the legal risks.

 Members of the Bar | RM20
Pupils in Chambers & Law Students | RM10
Non-Members | RM60



WONG KEAT CHING

Upon successful confirmation and proof of payment received, a link to the CPD Live webinar will be emailed to registered participants. Registration will close at **1:00 pm, on 7 Mar 2022 (Monday)**.

No additional registration will be accepted once the closing date has passed, or if the CPD Live webinar is full.

The CPD Department may not permit future registration if you fail to attend a CPD Live webinar after registering unless you provide an acceptable and valid reason(s).

 REGISTER HERE

The law recognises that employers have a right to employ employees on genuine fixed-term contracts.

However, fixed-term contracts come with a myriad of issues relating to employers' and employees' rights in termination or non-renewal. One would think that the expiry of a fixed-term contract that has run its full term would mean the automatic cessation of employment. On the contrary, allowing a fixed-term contract to expire without renewal may raise grounds for unfair dismissal claims.

This webinar aims to provide an overview of the principles of a fixed-term contract and discusses the following topics:

- What amounts to a genuine fixed-term contract;
 - The three considerations propounded by the Federal Court in *Ahmad Zahri bin Mirza Abdul Hamid v Aims Cyberjaya Sdn Bhd* [2020] 1 LNS 494;
- Debunking the myths of fixed-term contract; and
- How to mitigate the legal risks of fixed-term contracts.

Speaker



Wong Keat Ching is a partner in the Employment & Industrial Relations practice group at Zul Rafique & Partners (“ZRp”). She graduated from the University of Nottingham, United Kingdom with a Bachelor of Arts in Law and subsequently obtained her Certificate in Legal Practice in Malaysia. She was admitted as advocate and solicitor of the High Court of Malaya in 1998.

Keat Ching is an active litigator in Malaysian courts. She has appeared in the Federal Court to argue issues such as the High Court’s supervisory powers over Industrial Court decisions, dismissal of trade union officials, proportionality of punishment and gender discrimination in retirement age. She also handles contractual disputes in the civil courts. Apart from cases involving discipline, investigation of misconduct and dismissal, Keat Ching also provides regular advice on corporate restructuring affecting employees, in particular mergers and acquisitions (“M&A”), voluntary separation scheme (“VSS”), restructuring of senior management positions, establishment and closure of foreign companies in Malaysia, as well as labour due diligence.

If you have any enquiries, please email us at: cpd.events@malaysianbar.org.my.



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Issued by:

**Murshidah Mustafa, Jaspal Singh Gill, and
Richard Wee Thiam Seng**
Co-Chairpersons, Professional Standards and
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CPD **Live**

A Step-By-Step Guide to Join CPD Live via Zoom

CPD Live is an initiative by the Bar Council during the Movement Control Order.

Continue learning even while at home. We're here to inspire you, connect with you and learn with you. This guide will show you how to join the CPD Live smoothly.

01

For seamless streaming, download the Zoom app.



You will be given a webinar ID and a password to join CPD Live once your registration has been confirmed.

02

Log in to Zoom, and provide your username.

For Members of the Bar or pupils in chambers, use the format below for identification purposes when prompted: **Full name (as per NRIC) | Bar Council membership number or petition number.**

For non-Members, provide your full name only.

03

Set up your space.

Find a spot which is comfortable and free from background noises. You may use an earpiece with microphone for clarity. Having a strong internet connection is equally important.



04

Please raise your questions only during the Question-and-Answer session.

Please take note that no speaking is allowed when CPD Live is taking place.

If you wish to raise a question, please type in the Q&A box and the speaker will respond accordingly.

05

Please do not do these



Sharing screen recording and webinar ID and password links, and reproducing the content of the CPD Live session on any platform.

Any unregistered person may be removed without prior notice and no CPD point will be awarded. Failure to adhere to this may result in disciplinary action by the Bar Council.

CPD **Live**