TRAINING OUTLINE

COURSE TITLE	Understanding the Pitfalls of Dismissal and Termination of Employment Contracts
DURATION	1 day

Introduction

The importance of good employer/employee relations at the workplace cannot be over emphasised. In the course of managing their subordinates, Head of Departments, Managers and Executives may face difficulties when making decisions to terminate or dismiss their subordinates as they do not understand the intricacies and complicated requirements of the law regarding termination and dismissal of employees.

The law does allow an employer to terminate or dismiss an employee for just cause and excuse. Unless they understand what are employment misconducts and the role they play in the dismissal and termination of their subordinates at the workplace, their actions would likely have detrimental effects on the company and the management or may even result in very expensive legal actions by employees.

Training Objective

To equip participants with the understanding the various aspects of employment termination and dismissal.

Who Should Attend?

The programme is designed primarily for those managers and executives who have to make decisions on termination and dismissals.

Learning Methodologies

- Trainer led interactive presentation
- Case studies and analysis
- Individual work exercises

Course Content

Module 1: Dismissal

- Dismissal & terminations defined
- Dismissal for misconducts under Section 14 of the EA, 1955

Module 2: Termination

- Termination of Probationers
- Termination for Breach of Contract under S15(2)
- Fixed term contracts
- Termination of Poor Performers
- Frustration of Contract due ill health
- Redundancy & Voluntary Separation Schemes
- Termination on Retirement
- Constructive dismissal