

RECAP OF 2025 IN HR:

Preparing for 2026 Compliance & Strategy



This is THE ONLY course you need to catch up on the whirlwind 2025 happenings in the HR world, and prepare your HR strategy in hiring, firing and compliance.

Symphony Digest

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Programme ID: 10001621865

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11 February 2026



9 AM - 5 PM



Dorsett Hotel, KL



RM1,360 early bird price by **28 January 2026**

RM1,660 normal price

RECAP OF 2025 IN HR

COURSE OUTLINE

Module 1: What Changed in 2025 - The HR Compliance Shift

- Overview of key changes in wages, working hours, and leave entitlements
- Extended Employment Act coverage and Flexible Work Arrangement (FWA) requests
- EPF obligations for foreign workers and the new Internship Policy pilot

Module 2: Contract Stamping, Leave & Policy Updates

- RM1,700 minimum wage and contract updates
- Maternity/paternity leave, new working hours, and overtime limits
- Stamping requirements: deadlines, penalties, RM10 rule for contracts $\geq$ RM3,000

Module 3: Preparing for 2026 - Internship, Gig Workers & FWA

- Full implementation of the 1:3 Internship Policy: quotas, MySIP, and TalentCorp
- Preparing for the Gig Workers Bill: contracts, payslips, and SOCSO
- FWA policy readiness: application process, assessment, and documentation

Module 4: Compliance Systems, Payroll, and Communication Plans

- Updating payroll systems for EPF, overtime, and statutory rates
- Setting up compliance trackers: stamping, FWA responses, internship quotas
- Training managers and communicating changes to employees



Trainer's Profile

The Trainer is a seasoned corporate trainer, consultant, and writer with a robust foundation in human resources. Holding a degree in Jurisprudence from the University of Oxford and certified as an HRD Corp trainer, this Trainer brings over 25 years of invaluable expertise to the corporate arena. Throughout his distinguished career, he has played pivotal roles in diverse industries, including education, holding companies, financial institutions, media, FMCG, oil & gas, manufacturing, and ICT. His primary focus has consistently revolved around human resources, encompassing various strategic aspects such as training, leadership and talent development, process improvement, project management, and HR department leadership. The Trainer's hands-on experience extends beyond training, as he has held leadership positions within HR departments, excelling as an HR Business Partner, HR Generalist, Recruitment Manager, Head of Rewards for a global company, and Industrial Relations Manager. His multifaceted background uniquely positions him to deliver comprehensive and specialized HR-related training sessions.

Registration Details

PARTICIPANT DETAILS

Name:

Position:

Department:

Contact Number:

Email:

Name:

Position:

Department:

Contact Number:

Email:

ADMIN DETAILS

Name:

Position:

Department:

Company:

Contact Number:

Email:

Address:

Payment Method: ☐ Direct Payment ☐ Claim HRD

Notes:

- Cancellations made less than 14 days before the training date or non-attendance on the day of training are non-refundable. Substitution is allowed.
- Once registration is confirmed, the client is fully liable for the course fee, regardless of whether payment is made directly or through the HRDC grant, and even if participants do not attend the training.
- Clients who opt for direct payment must ensure full payment is made before the training date.
- HRDC grant applications must be submitted and approved before the training day. The maximum claimable amount is RM1,750 per participant per day. Any shortfall between the approved grant and the course fee must be topped up by the client.
- Should the number of confirmed participants be too low to ensure a meaningful learning experience, Symphony reserves the right to postpone or cancel the training.