


# EMPLOYEE MISCONDUCT GRIEVANCES & COMPLIANCE WITH WORKPLACE FAIRNESS LEGISLATION

Organizations should regularly review and adapt policies to address workplace misconduct and grievances. This course increases awareness of forthcoming workplace fairness legislation and outlines steps to handle misconduct reasonably.

 16-17 January 2025



 27 February 2025

 09:30 - 12:30

 09:00 - 17:00

 Virtual via Zoom

 Paradox Singapore Merchant Court

 Elsie Lek (MS)  +65 9721 5047  [elsie.lek@rel-alliance.com](mailto:elsie.lek@rel-alliance.com)

**Nadia Moynihan**  
August Law Corporation

## COURSE OUTLINE

- ✓ Overview of the legal concepts of "misconduct" and "due inquiry"
- ✓ Employment practices and HR policies in Singapore-law perspective.
- ✓ Ombudsman's role in addressing workplace conflicts.
- ✓ Discussions on due inquiry, grievance handling, and legal/cultural differences.
- ✓ Fair grievance handling balances the interests of both accused and victim.
- ✓ The importance of record-keeping and documentation in due inquiry and grievance handling.
- ✓ Review proposed workplace fairness legislation and what companies ought to know
- ✓ Key terms in employment contracts you should be aware of and their implications
- ✓ Contractual termination, notice period, salary in lieu
- ✓ Wrongful dismissal & retrenchment, severance package and negotiations
- ✓ Claims by Employees/ Claims against Employees
- ✓ Types of Employment disputes and how to address them

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### PHYSICAL SESSION

Regular : S\$ 950  
Super Early Bird : S\$ 738  
(Register by 24 Jan 2025)

Early Bird : S\$ 807.50  
Buddy Rate : S\$ 1500  
(Register by 7 February 2025)

### VIRTUAL SESSION

Regular : S\$ 468  
Early Bird : S\$ 374.40  
Buddy Rate : S\$ 655.20  
(Register by 19 Dec 2024)

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# TRAINER PROFILE



**Nadia Moynihan**  
August Law Corporation

## Qualifications / Admissions

- LLB (Hons), National University of Singapore
- Advocate & Solicitor of the Supreme Court of Singapore

## Memberships / Appointments

- The Law Society of Singapore
- The Singapore Academy of Law
- Irish Chamber of Commerce, Singapore
- Criminal Practice Committee of the Law Society of Singapore
- Singapore Association of Women Lawyers
- The Medico-Legal Society of Singapore

Nadia's practice represents a broad cross-section of the kind of legal services that most businesses and individuals typically need, regardless of industry sector or client profile, focusing on dispute resolution.

Admitted to practice in Singapore, England and Wales, New York, and Ireland, she regularly advises corporate and private clients on schemes of arrangement, bankruptcy proceedings, trade disputes, employment disputes, and a wide array of other contractual and tortious claims, from fraud to defamation. Her litigation practice draws upon her experience representing clients in complex multi-jurisdictional cases involving the misappropriation of funds and shareholder disputes. She has also represented numerous employers and employees in claims relating to wrongful dismissal, breach of employment contracts, and harassment in the workplace. She has significant experience handling highly contentious cases of all kinds, from State Courts to the Court of Appeal level.

Nadia's non-contentious practice includes drafting various commercial agreements, such as shareholders' and distribution agreements, as well as personal legal instruments, such as wills, lasting powers of attorney, and deed polls.