



THE LAW SOCIETY
OF SINGAPORE

EMPLOYMENT LAW CONFERENCE 2005

Grand Plaza Parkroyal
Grand Ballroom, Level 2

Friday, 28th October 2005

2.15 p.m. to 6.15 p.m.

About this Conference

Stay current with this MUST-ATTEND Conference chaired by Ms Deborah Barker SC and featuring leading practitioners who will address the fundamentals of, current issues and recent developments in employment law.

First, Mr. Lawrence Teh will discuss core aspects of employment law in relation to:

- ✓ the formation of an employment relationship between employers and employees
- ✓ the express, implied and statutory terms of employment
- ✓ various forms of termination under contract, summary dismissal and statutory termination
- ✓ concepts such as mutuality, fair play and natural justice between employer and employees.

Then, Ms Indranee Rajah SC reviews the principles applicable to confidentiality clauses and covenants in restraint of trade in the employment context. She will provide a timely update on recent developments in the areas of confidentiality clauses and post-termination restrictive covenants, including:

- ✓ the extent such clauses are enforceable against an ex-employee
- ✓ current developments in this area of law
- ✓ drafting tips on confidentiality clauses and restrictive covenants; and
- ✓ practical guidelines on bringing claims to enforce such clauses.

Finally, Ms Roslina Baba will discuss employment law issues arising from re-organisations, mergers and acquisitions and transfers of businesses, including:

- transfer of employment
- redundancy and retrenchment benefits
- section 18A of the Employment Act

Join us for a timely update in this area of practice as well as an excellent opportunity to network with experts in employment law, human resource practitioners and key decision-makers.

Who Should Attend

- Lawyers who currently practise in the area of employment law
- Lawyers who wish to move into or increase their practice focus in employment law
- In-house counsel involved in advising on company human resource and employment issues
- Human resource practitioners and consultants
- CEOs, MDs, GMs, HODs and other executives who make critical human resource decisions

Program Outline

2.00 - 2.15 p.m.	Registration & Welcome Refreshments
2.15 - 2.30 p.m.	Opening Remarks by Chairperson
	<i>Ms Deborah Barker SC – Partner, KhattarWong</i>
2.30 - 3.30 p.m.	Employment: formation, termination and fair play
	<i>By Mr. Lawrence Teh – Partner, Rodyk & Davidson</i>
3.30 - 3.50 p.m.	Break
3.50 - 4.50 p.m.	Confidentiality and Restraint of Trade Issues
	<i>By Ms Indranee Rajah SC – Director, Drew & Napier LLC</i>
4.50 - 5.50 p.m.	Change of Employers and Transfer of Employment
	<i>By Ms Roslina Baba – Partner, Ramdas & Wong</i>
5.50 - 6.15 p.m.	Question & Answer Session

About the Speakers

Ms Indranee Rajah SC – Director, Drew & Napier LLC

Ms Indranee Rajah is a director in the litigation department of Drew & Napier. She began her career as a Legal Assistant with Freshfields, Singapore in 1987 and 1988. In 1988, she joined Drew & Napier's Litigation Department as Legal Assistant and became a Partner in 1994. With the corporatisation of the firm to Drew & Napier LLC, she is now a Director of the company. She sits on the Law Society Disciplinary Committee. Ms Rajah was appointed Senior Counsel by the Chief Justice of Singapore on 4 January 2003.

Ms Roslina Baba – Partner, Ramdas & Wong

Ms Baba was called to the Singapore Bar in 1986. She obtained her Masters Degree in Law at University College, London in 1990. As partner in Ramdas & Wong, a significant part of her practice includes advising clients, including statutory boards, listed companies and private companies, on re-organisations, mergers and acquisitions, including in particular, the legal issues affecting transfer of employment. Ms Baba was also the co-writer of the Law Society of Singapore's CD-ROM on Employment Law for distribution to the public. Her experience includes a research assistantship at the Insolvency Research Unit of King's College, London, part-time teaching at Nanyang Technological University and Seminar Leader at the Singapore Institute of Management.

The Law Society's vMCPD Scheme

Programme Category: Professional Practice
Training Level: Update

Practice Area: Category 1 (Employment)
CPD Hours: 3 hours 45 minutes



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Mr. Lawrence Teh – Partner, Rodyk & Davidson

Mr. Lawrence Teh is a commercial litigator with Rodyk & Davidson. In the course of his work for commercial entities advises and represents parties on employment issues arising generally and in specific sectors, such as shipping, aviation, construction and banking. He is one of 3 editors of the Employment volume of Halsbury's Laws of Singapore.

About the Chairperson

Ms Deborah Barker SC - Partner, Khattar Wong

Admitted as an Advocate & Solicitor of the Supreme Court of Singapore in 1977, Ms Barker joined Khattar Wong & Partners in 1980, became a Partner of its Litigation Department in 1984 and was appointed Senior Counsel in 2001. Her experience in employment law matters includes reviewing and advising on terms of employment, negotiating and drafting agreements for termination of employment, advising on terms and regulations to be applied to various classes of employees and the procedure in holding inquiries into employee misconduct. She has also acted in employment disputes, including compensation claims by former employees, injunctions against former employees, employees' duty of fidelity, directors' fiduciary duties, restraint of trade and confidential information. Ms Barker authored a book titled "Guide to Termination of Employment" (LexisNexis, January 2003).

Venue: Grand Plaza Parkroyal Grand Ballroom, Level 2 10 Coleman Street, Singapore (Registrations will begin at 2.00pm)	Fee: S\$ 105.00 (Members of Law Society, SCCA, SHRI & STADA & employees of Singapore law practices) S\$ 136.50 (others) (includes 5% GST, materials & refreshments)
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REGISTRATION FORM

Name (Dr/Mr/Mrs/Miss/Mdm): _____

Name and Address of Law Firm/Law Corporation /Organisation: _____

Date of Admission: _____ Number of years in Practice: _____

AAS No: _____ (Law Society Members) NRIC/Passport No.: _____ (Law Society Associate Members & Non Law Society Members)

Position in Law Firm/Law Corporation/Organisation: _____

Tel number: _____ Fax number: _____ Email: _____

(Email required for confirmation of registration)

Mode of payment: **GIRO** ☐ **Cheque** ☐ **Credit Card** ☐

Credit card: Mastercard/Visa No. _____ Card Expiry Date: _____ (MM/YY)

Cardholder's Name: _____ Signature: _____

Kindly note that an administration charge of 3% is applicable for payments made via credit card.

Law Society Member ☐ **Employee of Singapore law practice** ☐ **SCCA Member** ☐ **Non-member** ☐

Please circle as appropriate. All prices are inclusive of 5% GST.		GROUP DISCOUNTS (for 3 or more registrants from same organisation)	
NORMAL RATES			
Members of Law Society, SCCA, SHRI & STADA & Employees Of Singapore Law Practices	\$105.00	\$94.50	
Others	\$136.50	\$122.85	

Cheque payments should be made payable to "The Law Society of Singapore" & arrive at our office with the completed registration form on or before the closing date, **21 October, 2005**:

The Training & CPD Department
The Law Society of Singapore
39 South Bridge Road (S) 058673

For further enquiries, please contact
The Training & CPD Department at
Tel: (65) 6557 2747 Fax: (65) 6557 2751
E-mail: cpd@lawsoc.org.sg
CPD Portal: www.lawsociety.org.sg/CPD
Website: www.lawsociety.org.sg

REGISTRATION, REFUND & CANCELLATION POLICY

- Registrations will be confirmed upon receipt of full payment accompanied by a duly completed registration form.
- The Organisers reserve the right to refuse to register or admit any participant, and to cancel or postpone the course.
- Substitute delegates are welcomed, subject to the Law Society Training Department being notified at least 2 working days before the course of the details of the substitute delegate
- The Organisers reserve the right to impose a cancellation fee in the event any registrant wishes to withdraw from the course after the registration closing date.
- The Organisers will not entertain any request for a refund of fees made later than 24 hours before course commencement. However a confirmed registrant who has paid in full the course fees but does not turn up for the course will be entitled to collect a set of the materials provided.

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