

FORUM KHAS

LHDN | JTK | PERKESO | KWSP

Master Class

ASKHRD
ONE STOP HR

FORUM KHAS 2025

The Ultimate Masterclass for HR & Compliance Professionals!

JOIN US at FORUM KHAS 2025, an exclusive nationwide masterclass covering the latest **LHDN, KWSP, PERKESO, and JTK** regulations!

Held across **21 locations in Malaysia**, this event will empower over **3,000 HR and Admin professionals** with critical updates on taxation, labour laws, and compliance strategies.

Register Early & Enjoy Exclusive Savings – **Get Up to RM1,450** in Rebates & Discounts!

Secure your spot now and stay ahead of key regulatory changes while networking with industry experts and government officials.

Limited seats available – Don't Miss Out!

supported by



FORUM KHAS OVERVIEW

FORUM KHAS 2025 is a premier two-day conference dedicated to the latest developments in LHDN taxation, EPF (KWSP) contributions, PERKESO social security, and JTK (Labour Department) regulations in Malaysia. Designed for HR professionals, business owners, finance managers, and compliance officers, this forum provides essential legal updates, practical case studies, and expert-led discussions on Employment Act 1955, Industrial Relations Act, tax compliance, and workforce management.

Key sessions will cover mandatory LHDN e-invoicing, wage regulations, foreign worker policies, labour law enforcement, and HR transformation strategies. Attendees will gain insights through interactive workshops, panel discussions, and real-life case studies to ensure full compliance with evolving employment laws.

This forum offers a unique opportunity to engage directly with LHDN, KWSP, PERKESO, and JTK officials, receive expert consultations, and network with industry peers. Join us to stay ahead of critical regulatory changes and enhance your organisation's HR and compliance strategies.



OBJECTIVES OF FORUM KHAS 2025

FORUM KHAS 2025 aims to equip HR professionals, business leaders, and compliance officers with comprehensive updates on LHDN taxation, KWSP contributions, PERKESO social security, and JTK labour laws.

This forum focuses on ensuring legal compliance, minimizing corporate risks, and improving HR best practices.

Attendees will gain insights into employment law amendments, e-invoicing, wage structures, foreign worker regulations, and dispute resolution, fostering a legally sound and efficient workplace environment.

LEARNING OUTCOME

Participants will develop a strong understanding of evolving labour laws, tax regulations, and HR compliance. They will learn how to implement LHDN e-invoicing, manage payroll taxation, and adhere to PERKESO & EPF policies.

Through expert-led discussions and case studies, attendees will enhance their ability to handle JTK audits, resolve industrial disputes, and optimize workforce management, ensuring full legal compliance and strategic HR operations in Malaysia.



COURSE CONTENTS



DAY 1: EMPLOYMENT LAW, TAXATION & REGULATORY COMPLIANCE

Session 1:

Employment Act 1955 – Key Amendments & Employer Obligations.

- Overview of recent amendments in the Employment Act 1955.
- Working hours flexibility, overtime & **new statutory entitlements.**
- Handling disciplinary issues & the risk of wrongful termination.
- Best practices for employment contracts & avoiding misclassification risks.

Case Study:

Recent Industrial Court Cases – Common Employer Mistakes & How to Avoid Them

Session 2:

Industrial Relations Act 1967 – Understanding Workplace Dispute Resolutions.

- Key updates on Industrial Relations Act (IRA) 1967.
- Employee vs. Employer rights in termination disputes.
- Constructive dismissal & unfair dismissal claims – How to defend your case.
- Role of Industrial Courts & Labour Tribunals.

Mock Industrial Court Session:

A practical role-play exercise simulating a wrongful dismissal claim.

Session 3:

LHDN Tax Compliance – E-Invoicing, Withholding Tax & Audit Readiness

- Mandatory e-invoicing implementation by LHDN – What businesses must do?
- Withholding Tax & Tax Deductibility – Common errors & penalties.
- Recent LHDN audit cases & penalties for misreporting.
- Tax incentives & benefits for employers in 2025.

Live Q&A with LHDN Officers:

Understanding latest tax guidelines & common HR-taxation mistakes.

Session 4:

EPF (KWSP) Updates – Contribution Rates & Employer Responsibilities

- New EPF contribution rates & voluntary contribution schemes.
- Handling EPF compliance for foreign workers & contract employees.
- EPF savings withdrawals & its impact on employee retention.

Interactive Discussion:

Future of Employee Provident Funds – **Should EPF Contributions be Increased?**

Session 5:

Panel Discussion – HR, Payroll & Tax Compliance Challenges in 2025

- How companies are adapting to changing tax & employment regulations.
- Handling multi-jurisdiction payroll tax issues in Malaysia.
- Legal strategies to mitigate employer liability risks.

DAY 2: SOCIAL SECURITY, FOREIGN WORKERS & FUTURE HR TRENDS

Session 6:

PERKESO & Employee Social Security Updates – Latest Compliance & Coverage

- PERKESO contributions & coverage expansion for employees.
- Foreign worker SOCSO compliance – What employers must know.
- PERKESO Return to Work Program & disability claims.

Real Case Study:

Employers penalized for non-compliance – Lessons from recent PERKESO violations.

Session 7:

Wage & Working Hours Regulations – Managing Salaries, Overtime & Allowances

- New guidelines on salary payments & overtime compliance.
- How to legally structure allowances, benefits & reimbursements.
- Addressing salary disputes & employer liability for unpaid wages.

Practical Workshop:

Calculating Overtime & Allowances Under EA 1955.

Session 8:

JTK & Labour Law Compliance – Audits & Penalties for Employers

- JTK audit process & common employer violations.
- Legal framework for employee rights & disciplinary actions.
- Handling employee grievances & preventing legal claims.

Mock Labour Audit Exercise:

What to Expect When JTK Inspects Your Company

Session 9:

Gig Economy, Contract Workers & Foreign Employment Laws

- How to manage contract workers & freelance employees legally.
- Foreign worker hiring procedures & compliance guidelines.
- Risk of misclassifying gig workers as employees – What employers must know.

Panel Discussion:

The Future of Employment Contracts – Full-time vs. Gig Work Models

Session 10:

ESG, DEI & Employee Mental Health in Workplace Compliance

- How Diversity, Equity & Inclusion (DEI) policies affect HR compliance.
- Employer's role in workplace mental health & legal obligations.
- ESG (Environmental, Social, Governance) regulations & workforce policies.

Interactive Discussion:

How Employers Can Integrate ESG & Employee Well-being into HR Policies.

Closing Panel Discussion:

Future of Labour Laws, Tax & Employment Regulations in Malaysia

- What's next for Employment Law & HR compliance in Malaysia?
- Upcoming LHDN tax reforms – What businesses should prepare for.
- Managing workforce transformation & AI-driven HR processes.

Final Q&A Session:

Ask the Experts – Direct Insights from LHDN, KWSP, PERKESO & JTK Officials.

HOW TO REGISTER FOR FORUM KHAS 2025

- Open to all Malaysians working for HRDCorp Registered Employers
- Please register by scanning the QR Code as seen in the poster.
- Registration link is also available at www.askhrd.com.my

PREPARING FOR THE EVENT DAY.

- Clear your work schedules before the seminar date
- Be on time - sign-in 5 mins before the session begins.
- Do not leave the seminar room unless short break are given by the trainer
- Please keep your handphone on silent mode through-out the session of 2 days.

FORUM KHAS HIGHLIGHTS

- Open to all Malaysians working for HRDCorp Registered Employers
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WHO SHOULD ATTEND?

HR Manager | HR Executives | Admin Manager | Admin Executives |
Compliance Manager / Executives | HR Admin | Dept Heads | Asst Managers
| Payroll Team | Finance Manager/Team | Corporate Affair Executives |
Office Managers |

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FORUM KHAS 2025 - SCHEDULE



July 2025

- **KUALA LUMPUR** | 30 Jun – 1 July 2025
- **IPOH** | 7–8 July 2025
- **BUTTERWORTH** | 10–11 July 2025
- **SEREMBAN** | 14–15 July 2025
- **MELAKA** | 17–18 July 2025
- **KUANTAN** | 21–22 July 2025



August 2025

- **MIRI** | 4–5 AUGUST 2025
- **KUCHING** | 7–8 August 2025
- **PENANG** | 11–12 August 2025
- **SHAH ALAM** | 14–15 August 2025
- **SENAI JB** | 18–19 August 2025
- **LANGKAWI** | 21–22 August 2025



September 2025

- **KOTA KINABALU** | 3-4 Sept 2025
- **SEGAMAT** | 8-9 September 2025
- **SIBU** | 11-12 September 2025
- **SANDAKAN** | 18-19 September 2025
- **MUAR** | 22-23 September 2025
- **JOHOR BAHRU** | 25-26 September 2025
- **BINTULU** | 29-30 September 2025



October 2025

- **ALOR SETAR** | 2-3 October 2025
- **K. TERENGGANU** | 6-7 October 2025
- **CAMERON** | 9-10 October 2025

Participation Fee

Early Bird :

RM2300.00 (WM)

RM 2450.00 (EM)

Published Price : RM3900.00

(2 Executive Lunch + 4 Coffee Breaks + 16 session + HRDCorp Acc Trainers and Speakers)

RM2300.00 (WM)
RM2450.00(EM)
 per person
SBL Khas Claimable

LEAD TRAINERS/SPEAKERS



Dr Adeva Sangkuni

HRDCorp Accredited Trainer

Malaysian Education TVET Award Winner 2024



Ms Susie Peter

HRDCorp Accredited Trainer

HR Consultant / Practitioner



Mr Elango

LHDN Expert Trainer

HRDCorp Accredited Trainer



Mr Kunju Krishnan Nair

Former Industrial Court Magistrate

Labour Law & JTK Expert | HRDCorp Accredited

REGISTER NOW

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SCAN ME 



ENQUIRY BOOTH



LEMBAGA HASIL DALAM NEGERI (LHDN)



KUMPULAN WANG SIMPANAN PERKERJA (KWSP)



PERKESO (SOCSO)



JABATAN TENAGA KERJA (JTK)
Semanjung Malaysia



JABATAN TENAGA KERJA
Sabah & Sarawak

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SCAN ME 



ABOUT US

ASK Management Group Sdn Bhd (ASK-HRD), a subsidiary of ASK Management Group Ltd in Singapore, embarked on its training and development journey in 2010. Over the years, we have expanded our footprint across Malaysia, Indonesia, Vietnam, the UAE, and India, establishing a strong presence in the Learning and Development sector. With a proven track record, we have successfully trained over 25,000 professionals across a diverse range of modules and subjects.

ASK-HRD proudly holds a prestigious five-star recognition from HRD Corp, an agency under the Ministry of Human Resources Malaysia, solidifying our reputation as a top-tier training provider in the country.

We offer a comprehensive range of training solutions, including online courses, in-house training, public programs, and short courses, catering to clients in Malaysia, the UAE, the UK, and beyond. Our success is driven by a rich pool of academic and professional expertise, allowing us to design innovative training programs backed by extensive market research. By staying ahead of industry trends and emerging best practices, ASK-HRD delivers cutting-edge learning experiences that set us apart as a global leader in corporate training.

With an annual training record exceeding 3,500 hours, ASK-HRD is powered by a dedicated team of 50+ professionals, including module research experts and training consultants. Our network also includes over 45 professional trainers, each specializing in key areas such as machine learning, innovation management, big data, and corporate governance.

Whether you're looking to enhance technical skills or develop leadership capabilities, ASK-HRD is your trusted partner in transformative training solutions. Your ideal training program is just a call away.

Our accreditation and endorsements are:-

- Certified HRDCorp Training Provider since 2010.
- Certified HR Development Training Provider – Singapore Training Association (STA)
- Certified & Member of INLPA (International NLP Trainers' Association) UK.
- TRACCERT Training Accreditation & Certification Organization, Canada.
- Member - Malaysian Institute Of Human Resource Management (MIHRM)
- Accredited Training Provider – Ministry of Manpower, Singapore.

For further assistance, please contact:

Training Manager
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