

# NAVIGATING THE WORKPLACE FAIRNESS ACT:

Preventing Discrimination & Managing Grievances



13 Aug 2025



09:00 - 17:00



Paradox Singapore Merchant Court

Workplace misconduct and grievances are growing concerns, making it essential for organizations to ensure their policies are not only in place but effectively enforced.

Following the passage of the Workplace Fairness Bill in January, which is set to take effect in the coming years, employers and employees must proactively understand their evolving responsibilities in fostering an inclusive, compliant, and fair work environment.

While many organizations have existing policies, this workshop goes beyond the basics—helping you strengthen enforcement, close compliance gaps, and prepare for the new legal requirements.

Led by a seasoned legal practitioner with extensive expertise in employment law, workplace misconduct, and dispute resolution, this course provides practical strategies to enhance compliance, refine workplace policies, and confidently manage workplace challenges before the new legislation takes effect.



What are the key differences between disciplinary actions for misconduct and grievance handling, and how can HR strike a balance between fairness and compliance?



How will the new workplace fairness bill reshape how companies handle workplace grievances and discrimination cases?



What proactive strategies can organizations adopt to prevent workplace misconduct while staying compliant with Singapore's evolving employment laws?



How can employers conduct fair and unbiased investigations into workplace grievances while safeguarding both employee rights and business interests?

**REGISTER  
NOW**

Regular Rate: S\$ 950  
Super Early Bird: S\$ 738  
(Register by 15 July 2025)

Early Bird: S\$ 807.50  
Buddy Rate: S\$ 1,500  
(Register by 25 July 2025)



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## WORKSHOP OUTLINE

### 1) Understanding Workplace Misconduct & Due Inquiry

- Understanding misconduct and due inquiry under Singapore employment law
- Key differences between misconduct investigations and grievance handling
- HR's role in disciplinary actions and conducting fair investigations

### 2) Workplace Fairness Bill & Employment Regulations

- Key updates & employer obligations under the Workplace Fairness Bill
- How the Bill affects hiring, promotions, terminations & workplace policies
- Ombudsman's role in addressing workplace conflicts
- Balancing compliance with workplace culture & business needs

### 3) Grievance Handling: Ensuring Fairness & Compliance

- Best practices for fair and unbiased grievance resolution
- Balancing the rights of complainants and the accused
- Legal obligations vs. internal policies: Striking the right balance
- Importance of documentation: Keeping accurate records for legal protection

### 4) Employment Contracts, Terminations & Retrenchments

- Key terms in employment contracts and their legal impact
- Termination, notice periods & salary in lieu: Legal considerations
- Wrongful dismissal & retrenchment: Employer obligations & employee rights
- Severance packages & negotiations: Best practices for smooth exits

### 5) Managing Employment Disputes & Legal Risks

- Common types of workplace disputes and how to address them
- Employee claims vs. employer claims: Legal processes & outcomes
- Proactive measures to mitigate legal risks and prevent disputes
- Case studies: Learning from real-world employment dispute scenarios



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## TRAINER PROFILE

Nadia is a distinguished legal practitioner with extensive experience in dispute resolution, employment law, and corporate advisory. Admitted to practice in Singapore, England and Wales, New York, and Ireland, she has built a strong reputation for advising corporate and private clients on a broad range of legal matters. Her expertise covers schemes of arrangement, bankruptcy proceedings, trade and employment disputes, and various contractual and tortious claims—including fraud and defamation.

With a robust litigation background, Nadia has represented clients in high-stakes, multi-jurisdictional cases involving misappropriation of funds, shareholder disputes, and employment-related conflicts. She has acted for both employers and employees in claims concerning wrongful dismissal, breach of employment contracts, and workplace harassment, with experience handling cases from the State Courts to the Court of Appeal.

Beyond litigation, Nadia also provides strategic legal counsel on non-contentious matters, including the drafting of commercial agreements such as shareholders' and distribution agreements, as well as personal legal instruments like wills, lasting powers of attorney, and deed polls.

### WHY LEARN FROM A LEGAL PRACTITIONER?

This workshop offers a unique opportunity to learn from a seasoned legal expert with firsthand experience in employment disputes, workplace grievances, and regulatory compliance. Nadia's legal background ensures that participants gain insights grounded in real-world casework, legal precedents, and best practices.

By blending deep legal knowledge with practical application, this session equips you with the clarity and confidence to handle workplace challenges effectively. Gain legally sound strategies to address misconduct, grievances, and compliance issues while ensuring your organization remains aligned with evolving employment laws. Whether you're handling sensitive investigations or mitigating risks, this training provides the critical legal framework needed to navigate workplace complexities with confidence.



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