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RAVINDRA KUMAR RENGASAMY | Consultant

Ravindra is a recognised practitioner in the area of Employment and Industrial Relations with practice experience since 1987. Ravindra's clientele comprises multinational and Malaysian companies from various industries such as oil and gas, oleochemical, aerospace, pharmaceutical, healthcare/medical, education, information technology, financial services, hospitality, automotive, fast-moving consumer goods and manufacturing.

ACCOLADES

- Chambers Asia Pacific: 2010 - 2023
- Benchmark Litigation: 2018, 2020 - 2023
- Legal 500 Asia Pacific: 2017, 2019 - 2023
- AsiaLaw Profiles: 2013, 2014, 2016 - 2018, 2020 - 2021, 2024

PROFESSIONAL MEMBERSHIPS

- Admitted to the Malaysian Bar 22 August 1987
- Advocate C Solicitor High Court of Malaya
- Malaysian Society for Labour and Social Security Law: President (Present)
- Bar Council Industrial and Employment Law Committee: Member (2010 - 2023)
- EU-Malaysia Chamber of Commerce C Industry (HR Committee): Member (2017/2018)
- Disciplinary Committee pursuant to Section 96 Legal Profession Act 1976: Panel (2012 - 2023)
- Kuala Lumpur Bar Committee: Chairman (2007 - February 2009)

- Industrial Court Practice Committee (Chairman) and Bar Council Malaysia (Member):
(2007 - March 2009)

NOTABLE ENGAGEMENTS

Workforce Restructuring and Reduction

- Advice on the reduction in force exercises which involve the implementation of voluntary separation schemes, retrenchment exercises and redeployment of employees.
- Advice on workforce restructuring and transfer of employees arising therefrom.
- Advice on employment related obligations arising from the transfer of undertakings.

Contract, Handbook and Policies - Drafting and review

- Drafting and review of employment contracts, employee handbooks, policies and training bonds.

Compliance

- Advice on related employment/ labour law obligations related to setting up of business and operations in Malaysia.
- Advice on occupational health and safety obligations to ensure compliance with local law requirements. Drafting and review of occupational health and safety policies.
- Advice on human resource document retention policy pursuant to the Personal Data Protection Act 2010 and various related legislations
- Advice on the validity of e-signatures on employment documentation.

Disciplinary and Termination Issues

- Advice on negotiations and preparation of mutual separation agreements; often involving employees in senior management.
- Advice on a variety of employment and human resource related issues e.g. the management and handling of employee misconducts and poor performance. Including support and advice on internal investigations involving fraud, conflict of

interest, sexual harassment and breach of confidentiality as well as non-solicitation and non-compete obligations (during and post-employment). Preparation of related documentation such as show cause letters, replies to show cause letters, warning letters and letters of termination of employment, etc.

- Advice on the conduct and preparation for domestic inquiries in relation to employee misconducts. Preparation of related documentation such as domestic inquiry notices and charges and relevant correspondence with employees.

Immigration

- Advice the legality of the retention of travel documents of foreign workers, retention of a deposit sum as collateral for home leave of foreign workers as well as the collection of administration fees by local agents.
- Advice on reporting obligations of incidents of breaches of any laws and regulations.

Industrial Relations/ Trade Union

- Review and advice on obligations arising from collective agreements.
- Review and advisory support related to renewal of collective agreements.

PUBLICATIONS

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- Legal 500 Country Comparative Guides 2019, “Malaysia: Employment and Labour Law (3rd Edition)” Co-authored with Tham Li Vyen

CONFERENCES AND PRESENTATION

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- “*Tackling the Ageing Population and Labour Law Policy in Malaysia*” – Presented at the Japan Institute for Labour Policy and Training (JILPT) Conference, Japan, March 2025
 - “*The Gig Economy and Labour Law in Malaysia*” – Presented at the Japan Institute for Labour Policy and Training (JILPT) Conference, Japan, 2024
 - “*Handling and Investigating Misconduct*” – Delivered at Crowne Plaza Mutiara Hotel, Kuala Lumpur, February 2011

- *“Challenge involved in Managing Poor Performance”* – Delivered a paper at Crowne Plaza Mutiara Hotel, Kuala Lumpur organised by Global Business Knowledge, June 2010
- *“Handling and Investigating Allegations of Misconduct”* – Delivered a paper at the Nikko Hotel Kuala Lumpur organised by M2Asia Sdn Bhd, November 2006
- Delivered a paper at Employment Conference held on 24 - 25th January 2006 at JW Marriot organized by The Asia Business Forum.
- *“Avoiding Common Pitfalls of an Employment Contract”* – Delivered a paper at the Nikko Hotel Kuala Lumpur organised by The Asia Business Forum, January 2005
- *“Employment Issues in Mergers and Acquisitions”* – Presented a paper at the Pan Pacific Hotel Kuala Lumpur organised by Lexis Nexis, February 2004
- *“Drug, Alcohol & Sexual Harassment at the Workplace”* – Delivered a paper at the J W Marriott Hotel Kuala Lumpur organised by Knowledge Group, December 2003
- *“Employee Abuses”* – Presented a paper at the Asia Pacific Development Corporation, July 2003.
- *“Employee Abuses and their Legal Implications”* – Delivered a paper at the Sheraton Imperial Hotel Kuala Lumpur organised by FIK International, February 2003