Eliteus Pte Ltd

Workplace Fairness Act – Insights and Practices for Compliance

DATE/TIME

9.30am to 5.30pm
(7 hours)

VENUE

TBA

FACILITATOR

Nelson Lee
CEO, Eliteus Pte Ltd

CLASS SIZE

6-16 participants

WORKSHOP FEE

S$680 per participant, includes a workbook, e-certificate, lunch and tea-breaks.

MORE INFORMATION

Email to
enquiry@eliteus.com.sg

Note: Minimum group size is required for a confirmed class. Eliteus reserves the right to postpone/cancel the scheduled session before its commencement if minimum class size is not met. The workshop venue may also be subject to change.

WORKSHOP OBJECTIVE

A new Workplace Fairness Act covering the scope of protections against discrimination and employers' obligations was passed on 8 Jan 2025 and a second bill, Workplace Fairness (Dispute Resolution), to amend the Act to provide for mediation of workplace fairness disputes was passed on 4 Nov 2025. MOM aims for the Act to take effect in end-2027 and employers (senior management eg CEO/MD/GM, HR, managers, supervisors and executives) are expected to prepare and familiarise with the obligations and the framework for compliance.
This workshop is specially designed to provide a good understanding during pre-employment, in-employment and end-employment (including post-employment) of the protections against workplace discrimination, the prohibition to make adverse employment and management decisions based on a set of protected characteristics, resolving disputes amicably, and the need to establish grievance handling processes to facilitate dispute resolution.

WORKSHOP OUTLINE

- Employer's obligation under the Workplace Fairness Act
- Workplace Fairness Framework
- Protected characteristics
- Discrimination and exceptions
- Employment decisions – hiring, during employment and end-employment
- Handling of grievances and resolving of disputes
- Prohibition against retaliation
- Review of related HR polices and processes such as recruitment (application form, interview and selection), performance appraisal, promotion, training and termination including dismissal and retrenchment)

FOR WHO

Employers – anyone who is involved in employment | CEO/MD/GM | Human Resource Professionals | Directors | Managers | Executives | Supervisors

FACILITATOR

Nelson Lee has more than 30 years of HR experience, of which more than half at a senior and C-suite level. He held HR roles in MNC, SME and non-profit/not-for-profit organizations; he started his career as an Industrial Relations Officer and was appointed to the Union's Executive Committee soon after joining (which was a rare appointment then); he rose to senior management and C-suite roles such as the Regional HR Head/VP(I) HR of a listed-conglomerate, first Group HR Director (1 of 3 C-suites) reporting directly to the Executive Chairman, Chief Human Resource Officer of a not-for-profit ASEAN-like organization with 3 business Divisions – Language teaching, Hotel and Examination, and Founding CEO of the Institute of Human Resource Professionals (a tripartite company set up by MOM, NTUC and SNEF). He is now the CEO of Eliteus Pte Ltd.

He was awarded the "Leading HR Leader" by the Singapore Human Resources Institute (SHRI) in 2010 and personally-lead union-management negotiations with FDAWU, UWEEI, SMMWU, SMWEU, SISEU, Batu, ESU and NTWU, and conciliation at MOM. He was on the Boards of NACLI (National Community Leadership Institute, a training organization of the People's Association), SD Edible Products Ltd, SD Plantation Europe Ltd, SD Plantation Investment (Liberia) Pte Ltd, Kwang Joo Seng (Malaysia) Pte Ltd, SD Eastern International Ltd and SD Management Services (S) Pte Ltd and was a member of the Workforce Development Agency (WDA) Training and Adult Education Skills Council and the Ministry Of Transport industry-wide Electric Vehicle (EV) Manpower Development Taskforce.