The ECT Speaks: Reading the New Decisions and Rethinking Your Management and Termination Practices

by SNEF Corporate Learning Centre and Kinexus Legal LLC

Why this training

- For almost ten years since its formation, the Employment Claims Tribunal (ECT) heard disputes without publishing its reasoning. That changed in May 2026, when the ECT began releasing selected decisions. Employers now have, for the first time, a window into how the ECT actually assesses terminations, and the picture is sobering. The decisions confirm that termination "with notice", and even termination "without giving a reason", is not a safe harbor that many employers assume. Against a backdrop of wrongful dismissal claims rising 26% in 2025 (2,168 cases, up from 1,720 in 2024), and a low-cost forum that makes it easier than ever for employees to come forward, the legal exposure for getting terminations wrong has materially increased.

- This session is designed to bring employers up to speed on fast-moving body of selected ECT decisions: what the tribunal is actually saying, why it is significant, and which of your existing practices now need reviewing. We will unpack the key themes emerging from the cases, including the requirement for due inquiry for misconduct even where notice pay is provided; the "truth and sufficiency" test that the ECT applies where employers terminate with reasons; the standards expected in probation confirmations; what makes a redundancy defensible; and the pitfalls around retirement and re-employment obligations. We will also address the growing risks around terminating employees with notice but without reasons, and around constructive dismissal. Throughout, the focus is practical: what to document, how to run a fair process, and how to make deliberate, defensible decisions on each exit

Touchpoints Darren (Mr) DID 6827 6930 / Training Hotline 6827 6927 darren_lim@snef.org.sg | trg@snef.org.sg

Why this training (continued)

- This session is designed to equip People Managers with knowledge of common employment law pitfalls and risks (such as managing workplace discrimination and harassment, performance appraisals and misconduct, grievances, exiting personnel etc), and practical skills to manage them.

Target Audience

- Non-HR persons with supervisory responsibilities. E.g. senior executives, heads of department, team leads and managers.

- HR personnel, with or without supervisory responsibilities.

Key Takeaways

1. Probation

- ECT developments on managing and terminating employees on probation

2. Termination

- ECT developments around terminating with or without reason
- ECT developments on terminating for poor performance and misconduct
- ECT developments around constructive dismissal and duty of trust and confidence to employees

3. Re-employment

- ECT developments on managing employees for re-employment

4. Redundancy

- ECT developments around what constitutes redundancy and terminating for redundancy

Methodology

The session will be delivered through interactive classroom teaching, combining real-world cases, discussions and collaborative problemsolving. Participants will examine employment law cases from the news, share experiences and challenges in small group discussions, and work in groups on customised case studies, to identify legal issues and apply learned concepts to practical scenarios. This engaging approach fosters active learning, encourages peer-to-peer sharing, and enhances deeper understanding of employment law principles.

Trainer: Alvin Tan Yong Joon

- As a lawyer, he has had years of practical experience advising on a wide spectrum of legal issues, including on Employment law. As a legal training specialist, he is one of few lawyers who provides dedicated legal training services to corporates. He has also trained employees at all levels from personnel on the ground to the board level.
- He is also one of few lawyers who is AITP-certified (Legal Sector), which means he is a certified adult educator for the legal industry.
- He is also Adjunct Lecturer at the SMU Lee Kong Chian School of Business and Associate Lecturer at the SMU Academy. He has received the highly competitive 'Outstanding Adjunct Award' by SMU, acknowledging his impact in effective industry knowledge transfer via classroom training. His courses at the SMU Academy have consistently received ratings ranked amongst the top.

Schedule | Venue | Fees

19 Oct / 16 Nov, 2pm-430pm | SNEF @ Paya Lebar Square
SNEF Member/Non-member: $327.00 after 9% GST

Register today to join this practical workshop to explore selected ECT decisions, discuss real-world workplace scenarios, and gain insights into current employment law developments!

Click/Scan here to register!

Touchpoints Darren (Mr) DID 6827 6930 / Training Hotline 6827 6927 darren_lim@snef.org.sg | trg@snef.org.sg