SNEF
SINGAPORE NATIONAL EMPLOYERS FEDERATION

Dismissals Done Right Workshop

BDO



Objectives/Learning Outcomes

- ✓ Help employers understand the legal and contractual requirements governing termination and dismissal.
- ✓ Distinguish between misconduct and poor performance and apply the right process to each.
- ✓ Equip HR and line managers with a fair, documented and defensible process for every stage of a dismissal.
- ✓ Build confidence in conducting difficult termination conversations with professionalism and empathy.
- ✓ Reduce the risk of wrongful dismissal claims, disputes and reputational damage.

Outline

A case-driven workshop that walks HR personnel and line managers through procedures and considerations on how to conduct fair, defensible dismissals in Singapore.

Target audience

HR personnel, line managers and employers who are interested and keen to understand how to manage dismissals/misconducts

Schedule | Venue | Fees

22 January 2027, 130pm – 530pm
SNEF @ Paya Lebar Square
$218.00 (SNEF Member) | **$327.00** (Non-member) [Fees inclusive of GST at the prevailing rate]
10% group discount applies for 3≥ learners from the same organisation

Touchpoints Malar (Ms) DID 6827 6934 / Training Hotline 6827 6927 malar@snef.org.sg | trg@snef.org.sg

Dismissals Done Right Workshop

Trainers from BDO Singapore



Nellie Yeoh - Director, Practice Leader – Leaderships Advisory

Nellie is a firm believer in cultivating a win-win relationship between employer and employee and having engaged employees working alongside the employer to achieve the company's objective.



Jocelyn Ow – HR Shared Services Manager

Jocelyn is an IHRP-CP certified HR professional with over 10 years of experience specialising in payroll operations. With strong analytical capabilities and a proactive leadership style, she excels in overseeing HR functions, ensuring accurate payroll processing, and driving team performance to achieve organisational goals.



Lauren Lai – Senior Consultant

Lauren is a Senior Consultant in the Management Consulting Services Division at BDO Consultants Pte Ltd and is part of the Human & Change Management Team.



Abigail Teng – Senior Analyst

Abigail is a Senior Analyst in the Management Consulting Services division at BDO Singapore and is part of the Human & Change Management Team. She comes with over 4 years of expertise in talent acquisition, employer branding, organisational development.

Click/Scan here to register and secure your seat!

Insights from Case Studies

Part 1
Insights from two ECT decisions



CASE 1

Pregnancy & maternity leave

Forced Resignation

JKP v JKQ [2026] SGECT 13



CASE 2

Performance Management

Forced Resignation

JFR v JFT [2026] SGECT 15

Part 2
Facilitated Case Discussions

What would you do?

- **Harassment allegations**
  What does a fair inquiry require?
- **Performance & health**
  Support, a PIP or disciplinary action?
- **Disputed absence**
  How should HR handle union involvement?
- **Progressive discipline**
  Do the earlier warnings stand up?
- **Medical leave & WFH**
  What does the evidence actually show?

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