

# ***19th MECA Convention Agenda Highlights*** ***People. Policy. Progress.***

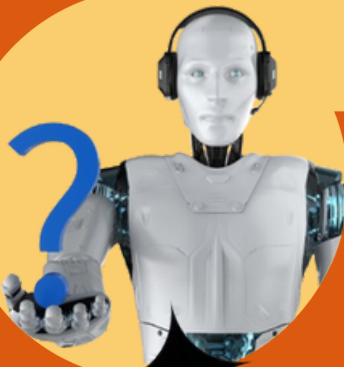
## ***Day 1***

### ***Inside the Modern Workplace: Rights, Realities, & Responsibilities***

This session features four expert perspectives that cut across the full spectrum of today's workforce challenges - employer strategy, employee sentiment, union responses, and legal precedent. From evolving policies to grassroots realities, each speaker offers a unique lens on the shifting dynamics shaping the future of work.



### ***Panel Session - Making Sense of Artificial Intelligence (AI): From Questions to Solutions***



This session explores the evolving role of AI in the world of work - beginning with provocative questions to engage the audience, followed by a dynamic panel debate on the ethical, practical, and human implications of integrating AI into HR and organisational decision-making. Is AI a force for progress or a threat to the human element? Join the conversation and decide for yourself.

### ***Panel Session - Industrial Relations Today: Disruption, Dialogue, & Direction***

This panel brings together seasoned experts to unpack the most pressing and emerging issues in industrial relations - from evolving case law and union dynamics to shifting expectations around workplace fairness, flexibility, and dispute resolution. As the IR landscape continues to adapt to social, economic, and technological forces, this session offers a timely dialogue on what's changing, what's challenging, and what employers must prepare for.



### ***Unconscious Bias: Recognise, Reflect, Respond***



This interactive session brings unconscious bias to life through a powerful, dramatized reenactment of real workplace scenarios. Attendees will witness how subtle, often unintentional behaviours and decisions can impact colleagues, workplace dynamics, and organisational culture. Designed to provoke reflection and dialogue, the session aims to challenge assumptions, spark empathy, and offer practical takeaways for building a more inclusive and self-aware work environment.

## Day 2

### **Panel Session - Multi-Generation, One Future: Building a Workforce That Works**



In an era defined by widening generational gaps and rapid AI integration, future-proofing the workforce is no longer optional - it's urgent. This panel will explore how

organisations can navigate emerging technologies while bridging generational expectations. From upskilling for AI-driven roles to fostering inclusive cultures that resonate across age groups, the discussion will unpack the real challenges, and solutions, of preparing today's workforce for tomorrow's demands.

### **Panel Session - Gear Up: What It Takes to Build a Future-Ready Workforce**



Future-proofing your workforce goes beyond strategy - it requires the right tools, platforms, and partners. This panel explores the evolving ecosystem of solutions that support workforce readiness - hear from experts as they share practical insights on equipping your organisation for sustainable growth in an age of constant change.

### **Panel Session - On the IR Frontlines**



In this signature session, MECA's experienced consultants deliver a readout on key trends, pressing issues, and practical challenges shaping the IR landscape today. This panel session

provides grounded insights into what employers are facing on the ground - from misconduct and union disputes to compliance risks and tribunal outcomes. Expect a fast-paced, knowledge-rich session designed to equip employers with actionable takeaways and a sharper IR perspective.

### **Inside a Domestic Inquiry: Process, Practice, & Pitfalls**



This session offers a behind-the-scenes look into how a domestic inquiry unfolds - from the issuance of a show-cause letter to the proceedings of the inquiry panel. Through a live dramatization of a real-world workplace case, attendees will gain a deeper understanding of due process, procedural fairness, and common pitfalls employers must avoid. Designed to be both educational and immersive, this session provides practical insights into handling misconduct cases in line with best practices and legal expectations.

## Day 3

### **Employment Act Updates: What Employers Must Know**



Stay ahead of recent legislative changes with this update on the Employment Act, including developments up to mid-October 2025. Topics include EPF obligations

for foreign employees, requirements for document stamping, and the integration of the Penal Code into employment-related enforcement. Essential for HR and IR professionals looking to remain compliant in a shifting legal landscape.

### **Understanding Termination: MSS, VSS, Redundancy, & Others**



Gain clarity on the different forms of employment termination, including Mutual Separation Schemes (MSS), Voluntary Separation Schemes (VSS), redundancy, and others. This session breaks down the legal differences, practical differences, and proper procedural steps required to navigate these often-sensitive exits while maintaining compliance and minimizing risk.

### **Workshop**

### **Handling Misconduct & Poor Performance: Legal Frameworks & Best Practices**



Explore the statutory provisions governing employee misconduct and poor performance, and understand the procedural differences between the two. This practical session guides

employers through the steps of managing discipline and performance issues effectively, from documentation to domestic inquiries, helping ensure actions are legally defensible and fairly executed.

### **Workshop**

### **Workshop**

## **Sign Up Here!**



**The Room is filling up!  
Be in it - or hear about it  
from others.  
Scan to register.**

*\*Lunch and light refreshments will be provided for all registered participants.*