

Course Title:
Managing Challenges to Transit Employees to Retirement or Re-Employment

Overview:

Retirement and re-employment are now contemporary topics and issues needing critical attention in today's dynamic industry and context. Employees retire and are re-employed almost on a daily basis by organisations in Singapore and many other countries too.

Therefore, an organisation needs to understand the implications, impact and insights of how to manage, handle and enact the laws accurately and fairly to retiring employees. Company managers should be knowledgeable in their obligations to their stakeholders and avoid being caught in a unfavourable situation, while employees should also know their rights when retiring and seeking re-employment.

This one-day workshop will provide participants with the necessary knowledge and applications in variety of circumstance on how to deal with these issues from both the employer's side and the employee's side.

Objectives:

By the end of the workshop, participants will be able to:

- To understand the process and considerations when initiating retirement & re-employment
- To understand the legislated Employer's and Employee's obligations retirement and re-employment
- To analyse and take action on the psychological impact of retirement
- To understand the various options to employers and employees at the onset of retirement
- To understand the obligations & limitation of actions early retirement

Program Outline:

1) Legislative Requirements in Retirement and Re-employment

- Understanding the legislative definition of retiring and re-employment
- Which are the rights with regards to retiring an employee
- How to avoid & manage an unfavourable situation when retiring an employee
- The case of continued employment after the Minimum Retirement Age
- Employer's and Employee's obligations in the Retiring and RE-employment process

2) Organisation's & Employees' Compliance

- Process of Retirement and Criteria for Re-employment
- Advanced notice, dialogue & agreements before retirement
- Types of re-employment contract
- Retiring and Re-employment documentation

3) Organisation's HR Obligations

- Designing retirees' benefits during Notice Period
- Understanding the trauma & psychology of retirement
- Constructing an evidence-based non-re-employable cases
- Counselling and corrective actions for early retirement cases
- Outplacement and support for retirees
- Pre-mature retirement
- Avoiding and handling wrongful dismissals due to age

Who Should Attend

Managerial and Executive staff, Heads of Departments, HR Managers, Non-HR Managers, Compensation Managers, and any personnel who is involved in personnel management.

Training Methodology

Lecture, activities, group discussions and case studies

Training Duration

1 Day (8 hours)

Trainer/Lecturer's Profile

Mr. Daniel Chew

Qualifications

- *MSc in Industrial-Organisational Psychology & HRM (City U of New York, USA)*
- *Master of Education (UWA, Australia)*
- *MBA in HRM (USQ, Australia)*
- *MSc in Industrial Engineering (NUS, Singapore)*
- *B.E (Hons1) (Monash University, Australia)*
- *CIDTT (Cambridge, UK)*
- *ACTA (WDA, Singapore)*
- *GradDip TESOL (LTTC, London UK)*
- *Certified DiSC Personality Profiler (Inscape, USA)*

Multi-disciplined

- *Human Resource Management:*
 - *Recruitment: Employee Training & Development; HR Policy Development and Operations; Employee Safety and Health Management, Staff Salary/Compensation Design*
- *Logistics Processes & Supply Chain Management*
 - *Regional Supply Chain; Purchasing; Warehousing; Freight Management*
- *Education: training and assessment*
 - *Academic Management; Classroom Training; Assessment Design; Course Development*
- *Engineering & Industrial Systems and Processes*
 - *Engineering design; Production & Equipment Management*
- *Business Administration & Management*
 - *General Manager (HR, IT, Production, Logistics, Planning, Purchasing, QMS, OSHA)*
- *Organisational Psychology*
 - *Quality Change Champion; Culture Change Champion; Organisational Learning Programmes and Process Change Leader*

Industry Experience

- *22 years in the Electronic Manufacturing, Logistics & Supply Chain industries.*
- *Worked for Apple Inc., Mitsubishi Chemicals, Keppel Logistics, Gates Unitta, Richland Logistics, TMC Academy and PSB Academy.*
- *Served in positions of Engineer, Project Leader; Manufacturing Manager; Logistics Manager; HR & Regional Supply Chain Director; General Manager*

Lecturing, Training & Consultancy Experience

- *More than 13,200 hours of teaching & training*
- *Five areas of specialization by experience & qualifications: (a) Logistics & Supply Chain, (b) Education, (c) Industrial Psychology, (d) Human Resource & Employment Act & € Engineering & Productivity*
- *Corporate Consultant in Employment Act & Labour Legislations, OD/HRD, Compensation Systems & Logistics. Pioneer developer for the Logistics Modules in the then new WSQ framework in 2007.*
- *Adjunct Lecturer as a career for 10 years lecturing in: Strategic Management; Compensation and Benefits Management; Organisational Development; Lean Six Sigma Management; Logistics & Supply Chain Management; Logistics Transport & Freight Management; Project Management & Business Management*
- *Annually, teaches more than 40 Modules across these Universities & PEIs, like: SUSS, SIM Global Education, SHRI, TLA, LSBF, MDIS & Temasek Poly*