

SKRINE

Wisdom
Fortitude
Ingenuity

Safely Back to Work – Legal Aspects

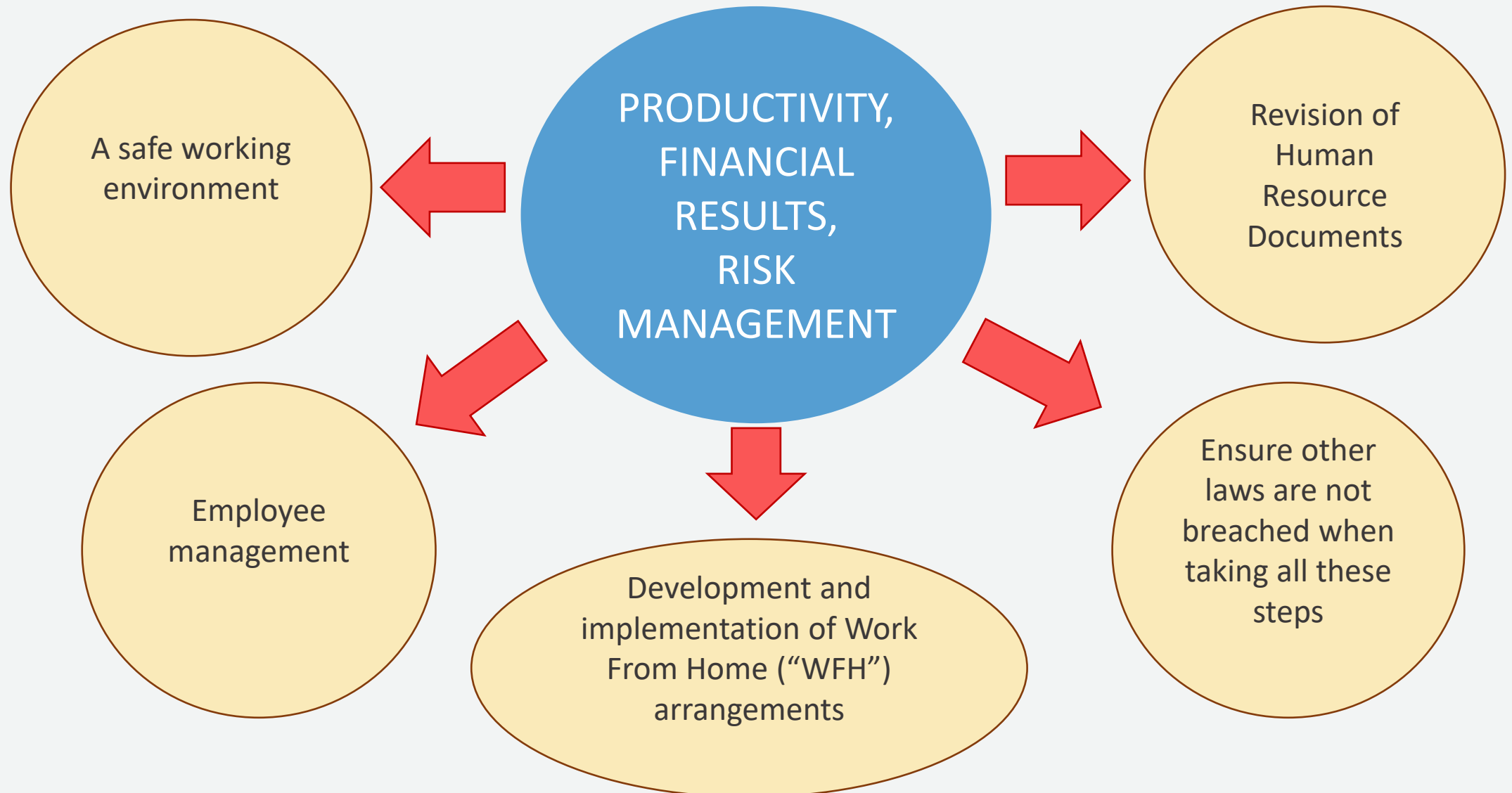
9 June 2020

MDBC
Malaysian Dutch Business Council 

Employer's Obligations

- Compliance with the Standard Operating Procedures (“SOPs”)
- The National Security Council (“NSC”) website has a repository of all the SOPs that can be accessed at: <https://www.mkn.gov.my/web/ms/sop-pembukaan-semula-ekonomi/>
- The same SOPs are also available on the Skrine website with English translations. This can be accessed at: <https://www.skrine.com/insights/covid-19-updates>

Productivity, financial results and risk management revolves around several matters:

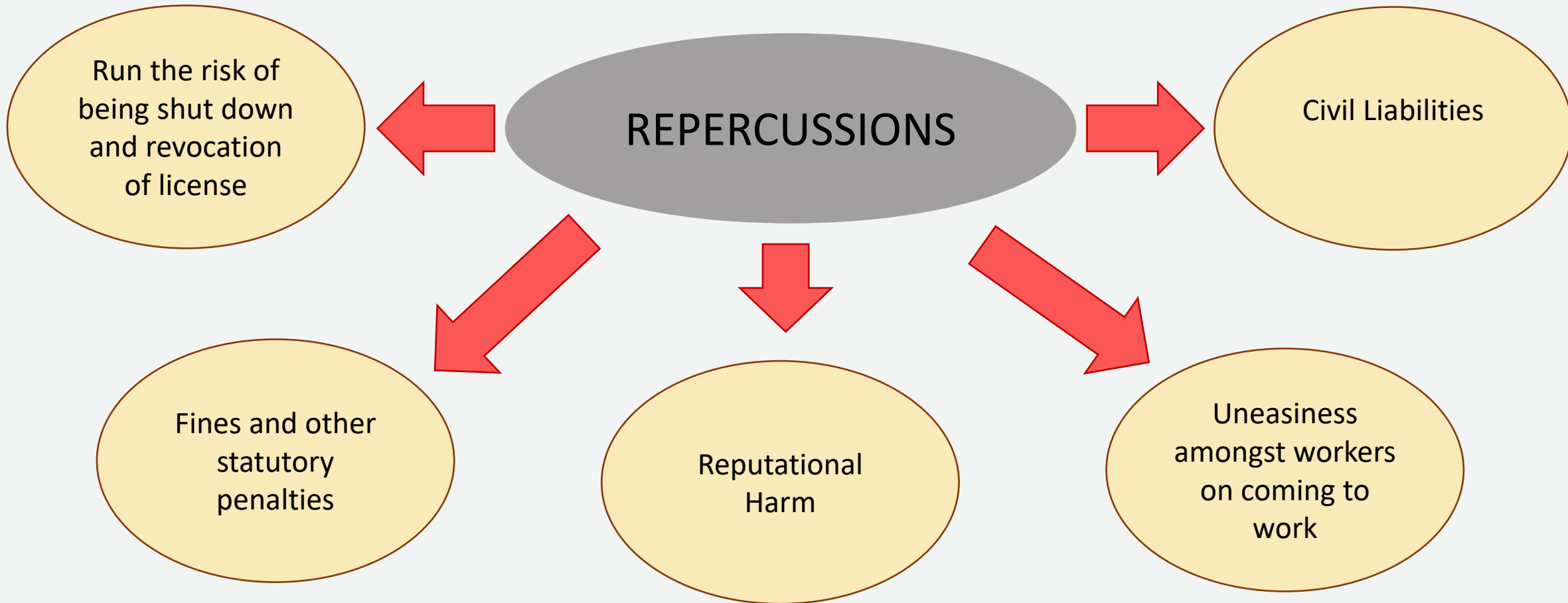


Health and Safety (“HSE”) Policies



- General obligation under OSHA 1994
- Review of HR policies
- Is it adequate to deal with the current and future pandemic?
- Is it more relevant to the present-day risk?
- Training

Repercussions for businesses if they fail to take adequate measures



Health & Safety initiatives

- Mandatory testing.

- Mandatory quarantine.

http://jtksm.mohr.gov.my/images/novel_coronavirus/soalan_la_zim/FAQ%20KSM%20Bil%203%20English%20version.pdf

- Collect data

Collection of personal data belonging to customers

Legal Requirements under the Personal Data Protection Act 2010 (“PDPA”) and PDPA Standards 2015

Notice and Consent Forms

Explicit consent is a must

Preventing commercial exploitation of personal data

Data theft: the illegal transfer or storage of any information that is confidential, personal, or financial in nature, including passwords, software code, or algorithms, proprietary process-oriented information, or technologies.

(Technopia, 2017)

Work From Home- a big part of the new norm?

Risk factor- Confidentiality of Sensitive Information

Thank You

SELVAMALAR ALAGARATNAM

Tel. : +603-2081 3999 ext 836

Email: sa@skrine.com

CONTACT US

LEVEL 8 WISMA UOA DAMANSARA
50 JALAN DUNGUN, DAMANSARA HEIGHTS
50490 KUALA LUMPUR

T +603 2081 3999
F +603 2094 3211
W www.skrine.com



FOLLOW US ON LINKEDIN