

Lee Hishammuddin Allen & Gledhill is pleased to announce the promotion of the following associates, all of whom are with the Employment Practice, to senior associates wef 1 July 2019:

1. **Amardeep Singh Toor**
2. **David Tan Seng Keat**
3. **Sebastian Tay Hanxin**



## Amardeep Singh Toor

Amardeep, a graduate of the University of the West of England, Bristol, and a member of the Honourable Society of Lincoln's Inn, was called to the Bar in 2012 and admitted as an Advocate & Solicitor of the High Court of Malaya in 2013.

He commenced practice in May 2014 in the Employment Practice in the team headed by **Lim Heng Seng**, partner and co-head of the practice group. He handles both litigation and advisory matters on all aspects of employment and industrial relations law. Besides employment and industrial relations law, he also advises corporate clients on immigration laws and on management of their foreign workers as well as employment-related tax laws in Malaysia.

He has published several articles in the *Industrial Law Reports* published by the Current Law Journal, namely, "Decoding the law on fixed-term contracts", "Impact of the TPPA on labour laws in Malaysia" and "Sale of shares or business: What happens to the seller's employees?"

## David Tan Seng Keat

David graduated from the University of Melbourne with double degrees (LLB and BA — Media & Communications) in 2011. He was admitted as a Barrister & Solicitor of the Supreme Court of Victoria, Australia in 2012, and subsequently as an Advocate & Solicitor of the High Court of Malaya in 2017.

David is a member of the Employment Practice in the team headed by **Dato' Thavalingam C Thavarajah**. His main area of practice is in employment-related litigation and other industrial disputes, where he advises and acts for a number of multinational, government-linked and local entities. He also provides legal advisory services in relation to employment and industrial relations matters.

David has acted as sole and/or lead counsel in a number of cases, including trade disputes involving millions of ringgit, unfair dismissal and non-compliance claims in the Industrial Court, SOCSO Appellate Board matters as well as appeals and judicial review applications in the High Court. He has extensive experience appearing together with Dato' Thavalingam in the High Court and appellate courts on a range of matters, such as successfully challenging ministerial decisions and Industrial Court awards.

He regularly advises clients in relation to a number of employment matters, ranging from corporate restructuring, staff discipline and performance management, statutory compliance requirements and termination of employment.

He has also written a number of published articles and case notes, including "The Evidence Act in Industrial Litigation" (*Legal Herald*, November 2018) and "Navigating Monetary Awards at the Industrial Court" (*Industrial Law Reports*, December 2017).





### Sebastian Tay Hanxin

Sebastian read law at the University of Reading in the UK and graduated in 2013.

Following his admission to the High Court of Malaya as an Advocate & Solicitor in 2015, Sebastian commenced practice with the Employment Practice in 2016 and now works with **Dato' Thavalingam C Thavarajah**, one of two partners who oversee the Employment Practice. Appearing regularly in the Industrial Court as lead counsel or co-counsel, his primary area of practice is in industrial disputes which include unlawful dismissal claims and trade disputes.

Sebastian's experience in practice also includes providing advice on a range of employment and industrial relations matters, including advice on restructuring exercises, employment-related issues arising from business acquisitions, mutual separation agreements, disciplinary action to be taken against employees for misconduct or poor performance, collective bargaining and trade union recognition claims.

Apart from appearing at the Industrial Court, Sebastian has also acted for employers in criminal proceedings initiated by the Social Security Organization (SOCSSO), and also in the Labour Office.

**LH-AG**