

Tan Hooi Ping

Hooi Ping specialises in providing legal counsel to both foreign and local corporations and organisations on matters related to employment and industrial relations law in Malaysia with a growing emphasis on ESG issues.

From years of working closely with Lim Heng Seng, who is the firm's Consultant and heads the firm's Employment and Industrial Relations Law practice, as well as in her role as a rising Partner, Hooi Ping's extensive experience on employment and industrial relations law issues includes:

- Providing guidance to start-ups and foreign corporations on establishing businesses in Malaysia;
- Assisting in developing employment documentation and employment-related policies including reviewing policies with an ESG focus such as the whistleblowing, equal opportunity, dignity at work, and flexible working arrangement policies;
- Advising on the exercise of managerial prerogatives, covering various aspects such as hiring, probation, employment benefits, discipline, performance, transfer, secondment, and dismissal;
- Guiding businesses through various processes like restructuring, sale and acquisition, insolvency, and closure;
- Reviewing investigation / forensic audit reports and advising on whether there is possible fraud, misappropriation, dishonesty, misrepresentation, or other form of misconduct committed by high management level employees; and
- Navigating the complexities of employing foreign workers and expatriates from both employment and immigration law perspectives.



The insights gained from regular joint advisories with corporate and tax partners of the firm, along with her experience in representing clients in unjust dismissal disputes give her an edge when assisting clients in navigating employment and industrial law matters. This distinct advantage extends to exploring solutions, conducting risk assessments, and preparing for potential litigation.

She co-authored with Heng Seng the Malaysian chapter in the global guide titled "How to Hire and Fire" by Multilaw, of which LHAG is a member firm.

Acknowledged as a "Next Generation Partner" for Labour and Employment by **The Legal 500 Asia-Pacific 2024**, her client has described her as "*practical and provides actionable advice*".

With her involvement in the firm's ESG practice, Hooi Ping seeks to leverage her extensive experience and proficiency as a legal advisor in employment and industrial relations law to assist clients in navigating contemporary legal challenges within a broader corporate and societal context.

Hooi Ping graduated from the University of Malaya and was admitted as an advocate and solicitor of the High Court of Malaya in 2013.

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Qualifications

- LLB (Hons), University of Malaya

Practice Areas

- Employment and Industrial Relations
- ESG