

INDUSTRIAL COURT PROCEEDINGS

What to expect when I have a case at The Industrial Court?



Minister's Reference : MoHR to ICM

FIRST MENTION 1

Parties to attend Court for instructions:

- Filing of **pleadings**, Bundle of Document & Witness Statement
- Hearing date(s)

HEARING DAY 3

Attendees:

- Both parties
- Witness, if any

AWARD 5

Judgement/ decision handed down by the Chairman



REPRESENTATION

You can either:



To file: **Form A** **Form B**

2 CASE MANAGEMENT

Via eMention/ email/ letter
To monitor:

- Filing of pleadings
- Exchange of documents
- Preliminary issue, if any

4 SUBMISSION

- Oral / Written
- Date of Filing
- Stating the Law, Facts & Evidences related to the case

Award served to both parties

ALTERNATIVE DISPUTE RESOLUTION (ADR)

1. Parties identify a Court for ADR (For EE)
2. Written application made to the Court
3. Fixing of Mediation/ EE date
4. Attendees: Both parties

CASE PROCEED FOR **HEARING** AS SCHEDULED IF **ADR FAILED**.

MEDIATION

EARLY-EVALUATION (EE)

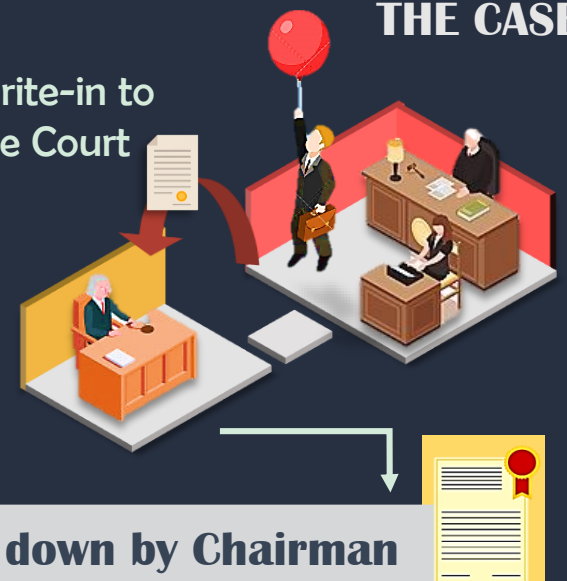


ADR Success

Award handed down by Chairman

PARTIES NOT INTERESTED TO CONTINUE/ PROCEED WITH THE CASE

Write-in to the Court



PLEADINGS: Material Facts which are relevant to support either party's case (to be filed by e-Filing & e-Service including all other documents to be tendered at the hearing of the case) .



- SOC (Statement of Case) by the Claimant
- SIR (Statement in Reply) by the Company
- Rejoinder, if necessary by the Claimant

Parties are bound by its pleadings and if sufficient/ material facts are not pleaded, parties are subject to objections (by the other party) which will be within the Court's discretion to decide.

