

Sebastian Tay Hanxin



Sebastian Tay Hanxin 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 his career at one of the largest law firms in the country. Joining their Employment Practice Group, Sebastian worked closely under Dato' Thavalingam C Thavarajah who is widely recognised in the industry.

Since the start of his career, Sebastian's primary area of practice has been in industrial disputes which include unlawful dismissal claims and trade disputes.

Having represented multinational, government-linked and public listed companies, Sebastian appears regularly as lead or co-counsel at the Industrial Court and civil Courts.

Sebastian's expertise also includes providing advice on a range of employment and industrial relations matters, including advice on redundancy/restructuring exercise, mutual separation agreements, disciplinary action to be taken against employees, 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 (SOCSO), and also in the Labour Office.

Qualifications

- ❖ LLB (Hons), University of Reading
- ❖ Certificate of Legal Practice
- ❖ Advocate & Solicitor of the High Court of Malaya

Notable Transactions

- ❖ Successfully defended the national carrier against the unfair dismissal claims brought by two former inflight supervisors who were dismissed for their repeated failure to meet the Company's targeted weight range (*Ina Meliesa Binti Hassim v Malaysia Airlines Berhad; Wan Amran bin Wan Bulat v Malaysia Airlines Berhad*).
- ❖ Successfully defended a Government Linked Investment Company (GLC) against the unfair dismissal claims brought by 22 employees, including its CEO, following their retrenchment as a result of the suspension of petrochemical and gas pipeline projects (*Mohd Rozi bin Othman v Suria Strategic Energy Resources Sdn Bhd (consolidated with 21 other cases)*).
- ❖ Successfully defended a leading oil and gas company in a criminal prosecution under the Employees' Social Security Act 1969 in respect of a complaint lodged by an independent contractor who claimed to be an employee (*SOCSO v Kencana Marine Sdn Bhd*).