

Shiau Sang Tee

Of Counsel | Singapore Registered Foreign
Lawyer

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Focus Areas

International Employment Law
Hiring, Performance Management and Termination
Contractors, Staffing and Contingent Workers
Litigation and Trials

Overview

Shiau Sang Tee is an experienced regional employment lawyer who advises multinational corporations and financial institutions across Asia Pacific Region. She is triple qualified in Hong Kong (as a solicitor), Malaysia (as an advocate and solicitor) and England and Wales (as a barrister). Shiau Sang has previously worked in Hong Kong and Malaysia, both in private practice and in house, as a barrister and a solicitor.

Shiau Sang is experienced in all aspects of employment law, including benefits and entitlements, termination of employment, disciplinary and performance issues, restrictive covenants, investigations, discrimination and harassment, alternative modes of engagement, employment related documents, employee mobility and issues arising from restructuring of businesses (such as transfer of employees and harmonization of employment terms). She has also represented clients at tribunals and courts in litigation matters involving unfair / unlawful dismissal claims, injunction applications and directors' disputes.

Shiau Sang has extensive experience focused in topical issues relating to gig workers. In her two and a half years working in house with a reputable global technology platform company at the forefront of shaping the future for gig workers, she took the lead in a number of high profile litigations involving gig workers in North Asia, advised on product reviews and policy initiatives and handled a significant number of audits by the labor authorities to preserve the status of gig workers as independent contractors.

Her diverse experience means she is able to provide particular insights into local customs and laws, as well as expectations of courts, tribunals, employers and employees. Shiau Sang delivers bespoke, practical and pragmatic solutions to cater for the differing needs of clients.

Shiau Sang is multilingual, in English, Malay and Chinese (Mandarin and Cantonese).

**Not licensed to practice law in Singapore or appear in local courts. Littler partners with local firms to service clients on matters related to Singapore law.*

Professional and Community Affiliations

- Member, The Law Society of Hong Kong
- Member, The Honourable Society of Lincoln's Inn

Education

Bachelor of Law, Cardiff University, UK, 2008, *First Class Honors*

Postgraduate Diploma in Bar Vocational Studies, The College of Law, UK, 2009

Bar Admissions

United Kingdom (England and Wales)

Malaysia

Hong Kong

Languages

English

Malay

Chinese

Mandarin

Cantonese

Publications & Press

Three Things to Consider when Dismissing Employees in Asia

Littler Podcast

May 22, 2024

Littler Global Guide - Hong Kong - Q1 2024

Littler Global Guide Quarterly

April 17, 2024

Littler Expands Asia-Pacific Capabilities with Addition of Korea, Hong Kong and Malaysia-Qualified Lawyers to APAC Regional Office in Singapore

Littler Press Release

October 16, 2023

The Criminalisation of Sexual Harassment in the Workplace

Asian Legal Business

2011

The Introduction of Minimum Wage and Retirement Age Legislation in Malaysia

Asian Legal Business

2011

Significance of New Laws for Employment-Related Rights

The Edge Malaysia

2011

Speaking Engagements

2024 APAC Regional Employer Conference

September 25, 2024

Data Protection for Multinational Employers: Frameworks, Artificial Intelligence and More

May 15, 2024

Books & Book Chapters

- *The Malaysian Employers' Handbook, Updates, 2011*