



29 April 2016
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P.U. (A) 116

WARTA KERAJAAN PERSEKUTUAN

*FEDERAL GOVERNMENT
GAZETTE*

PERINTAH GAJI MINIMUM 2016

MINIMUM WAGES ORDER 2016



DISIARKAN OLEH/
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AKTA MAJLIS PERUNDINGAN GAJI NEGARA 2011

PERINTAH GAJI MINIMUM 2016

PADA menjalankan kuasa yang diberikan oleh seksyen 23 Akta Majlis Perundingan Gaji Negara 2011 [Akta 732], Menteri membuat perintah yang berikut:

Nama dan permulaan kuat kuasa

1. (1) Perintah ini bolehlah dinamakan **Perintah Gaji Minimum 2016**.
- (2) Perintah ini mula berkuat kuasa pada 1 Julai 2016.

Ketidakkpakaian

2. Perintah ini tidak terpakai bagi pekhidmat domestik sebagaimana yang ditakrifkan di bawah seksyen 2 Akta Kerja 1955 [Akta 265], seksyen 2 Ordinan Buruh Sabah [Bab 67] dan seksyen 2 Ordinan Buruh Sarawak [Bab 76].

Kadar gaji minimum

3. Kadar gaji minimum yang kena dibayar kepada seseorang pekerja hendaklah seperti yang berikut:

Kawasan wilayah	Kadar gaji minimum			
	Bulanan	Harian		Setiap jam
Semenanjung Malaysia	RM1,000	Bilangan hari bekerja dalam seminggu		RM4.81
		6	RM38.46	
		5	RM46.15	
Sabah, Sarawak dan Wilayah Persekutuan Labuan	RM920	4	RM57.69	RM4.42
		6	RM35.38	
		5	RM42.46	
		4	RM53.08	

Kadar gaji bagi pekerja yang dibayar hanya berdasarkan upah ikut kerja, berat tan, dsb.

4. Berhubung dengan seseorang pekerja yang tidak dibayar gaji pokok tetapi dibayar gaji hanya berdasarkan upah ikut kerja, berat tan, tugas, perjalanan atau komisen, kadar gaji bulanan yang kena dibayar kepada pekerja itu hendaklah tidak kurang daripada kadar yang berikut:

Kawasan wilayah	Kadar gaji (Bulanan)
Semenanjung Malaysia	RM1,000
Sabah, Sarawak dan Wilayah Persekutuan Labuan	RM920

Pembatalan

5. Perintah Gaji Minimum 2012 [*P.U. (A) 214/2012*] dibatalkan.

Dibuat 27 April 2016
[KSM/PUU(R) 600-1/2/17/1; PN(PU2)700/IV]

DATO' SRI RICHARD RIOT ANAK JAEM
Menteri Sumber Manusia

NATIONAL WAGES CONSULTATIVE COUNCIL ACT 2011

MINIMUM WAGES ORDER 2016

IN exercise of the powers conferred by section 23 of the National Wages Consultative Council Act 2011 [Act 732], the Minister makes the following order:

Citation and commencement

1. (1) This order may be cited as the **Minimum Wages Order 2016**.
- (2) This Order comes into operation on 1 July 2016.

Non-application

2. This Order shall not apply to a domestic servant as defined under section 2 of the Employment Act 1955 [Act 265], section 2 of the Sabah Labour Ordinance [Cap. 67] and section 2 of the Sarawak Labour Ordinance [Cap. 76].

Minimum wages rates

3. The minimum wages rates payable to an employee shall be as follows:

Regional areas	Minimum wages rates			
	Monthly	Daily		Hourly
Peninsular Malaysia	RM1,000	Number of working days in a week		RM4.81
		6	RM38.46	
		5	RM46.15	
		4	RM57.69	
Sabah, Sarawak and Federal Territory of Labuan	RM920	6	RM35.38	RM4.42
		5	RM42.46	
		4	RM53.08	

Rate of wages for employee paid based only on piece rate, tonnage, etc.

4. In relation to an employee who is not paid basic wages but is paid wages based only on piece rate, tonnage, task, trip or commission, the rate of monthly wages payable to the employee shall not be less than the following rate:

Regional areas	Rate of wages (Monthly)
Peninsular Malaysia	RM1,000
Sabah, Sarawak and Federal Territory of Labuan	RM920

Revocation

5. The Minimum Wages Order 2012 [*P.U. (A) 214/2012*] is revoked.

Made 27 April 2016

[KSM/PUU(R) 600-1/2/17/1; PN(PU2)700/IV]

DATO' SRI RICHARD RIOT ANAK JAEM
Minister of Human Resources