



29 April 2016  
29 April 2016  
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<br>(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<br>(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*