



**Majlis Peguam  
Bar Council Malaysia**

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**Circular No 115/2022  
Dated 29 Apr 2022**

To Members of the Malaysian Bar

### **Implementation of Minimum Wages Rates and Minimum Wages Order 2022**

The Minimum Wages Order 2022 (“Order 2022”) (P.U. (A) 140) was gazetted on 27 Apr 2022. Under Order 2022, the minimum wage payable to an employee with effect from 1 May 2022 shall be RM1,500 per month.

The new minimum wages rates apply to:

- (1) an employer who employs five or more employees; and
- (2) regardless of the number of employees employed, an employer who carries out a professional activity classified under the Malaysia Standard Classification of Occupations (“MASCO”) as published by the Ministry of Human Resources.

Lawyers are classified as “Professionals” under MASCO.

Therefore, Members are advised to comply with the new minimum wages rates effective **1 May 2022 (Sunday)**.

Order 2022 is available [here](#) (see page 2 onwards) for your reference.

Thank you.

**Anand Raj  
Secretary  
Malaysian Bar**



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CREATING PRECEDENCE



27 April 2022  
27 April 2022  
P.U. (A) 140

WARTA KERAJAAN PERSEKUTUAN

*FEDERAL GOVERNMENT  
GAZETTE*

PERINTAH GAJI MINIMUM 2022

*MINIMUM WAGES ORDER 2022*

DISIARKAN OLEH/  
*PUBLISHED BY*  
JABATAN PEGUAM NEGARA/  
*ATTORNEY GENERAL'S CHAMBERS*

AKTA MAJLIS PERUNDINGAN GAJI NEGARA 2011

PERINTAH GAJI MINIMUM 2022

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 2022**.
- (2) Kecuali bagi perenggan 5 dan 6, Perintah ini mula berkuat kuasa pada 1 Mei 2022.
- (3) Perenggan 5 mula berkuat kuasa pada 1 Januari 2023.
- (4) Perenggan 6 berkuat kuasa bagi tempoh mulai 1 Mei 2022 hingga 31 Disember 2022.

**Ketidakpakaian**

2. Perintah ini tidak terpakai bagi pekhidmat domestik sebagaimana yang ditakrifkan di bawah subseksyen 2(1) Akta Kerja 1955 [*Akta 265*], subseksyen 2(1) Ordinan Buruh Sabah [*Bab 67*] dan subseksyen 2(1) Ordinan Buruh Sarawak [*Bab 76*].

**Tafsiran**

3. Dalam Perintah ini—

“kawasan Majlis Bandaraya atau Majlis Perbandaran” ertinya mana-mana kawasan yang diisytiharkan atau ditubuhkan sebagai kawasan Majlis Bandaraya atau Majlis Perbandaran di bawah Akta Kerajaan Tempatan 1976 [*Akta 171*], Ordinan Kerajaan Tempatan 1961 [*Sabah No. 11 tahun 1961*] atau Ordinan Pihak Berkuasa Tempatan 1996 [*Sarawak Bab 20*], atau Putrajaya atau Labuan;

“tempat kerja” mempunyai erti yang diberikan kepadanya dalam subseksyen 2(1) Akta Kerja 1955, subseksyen 2(1) Ordinan Buruh Sabah dan subseksyen 2(1) Ordinan Buruh Sarawak.

**Kadar gaji minimum dan kadar gaji bagi pekerja yang dibayar hanya berdasarkan upah ikut kerja, berat tan, dsb. berkuat kuasa mulai 1 Mei 2022**

4. (1) Kadar gaji minimum yang kena dibayar kepada seseorang pekerja berkuat kuasa mulai 1 Mei 2022 hendaklah seperti yang berikut:

Kadar gaji minimum				
Bulanan	Harian			Setiap jam
RM1,500	Bilangan hari bekerja dalam seminggu			RM7.21
	6	5	4	
	RM57.69	RM69.23	RM86.54	

(2) 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 berkuat kuasa mulai 1 Mei 2022 hendaklah tidak kurang daripada RM1,500.

(3) Perenggan ini terpakai bagi pekerja yang diambil kerja oleh—

- (a) seseorang majikan yang mengambil kerja lima orang pekerja atau lebih; dan
- (b) tanpa mengira bilangan pekerja yang diambil bekerja, majikan yang menjalankan suatu aktiviti profesional yang dikelaskan di bawah Piawaian Pengelasan Pekerjaan Malaysia (MASCO) sebagaimana yang diterbitkan secara rasmi oleh Kementerian Sumber Manusia.

**Kadar gaji minimum dan kadar gaji bagi pekerja yang dibayar hanya berdasarkan upah ikut kerja, berat tan, dsb. berkuat kuasa mulai 1 Januari 2023**

5. (1) Kadar gaji minimum yang kena dibayar kepada seseorang pekerja berkuat kuasa mulai 1 Januari 2023 hendaklah seperti yang berikut:

Kadar gaji minimum				
Bulanan	Harian			Setiap jam
RM1,500	Bilangan hari bekerja dalam seminggu			RM7.21
	6	5	4	
	RM57.69	RM69.23	RM86.54	

(2) 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 berkuat kuasa mulai 1 Januari 2023 hendaklah tidak kurang daripada RM1,500.

(3) Perenggan ini terpakai bagi pekerja yang diambil kerja oleh seseorang majikan yang mengambil kerja kurang daripada lima orang pekerja selain majikan yang disebut dalam subsubperenggan 4(3)(b).

**Kadar gaji minimum dan kadar gaji bagi pekerja yang dibayar hanya berdasarkan upah ikut kerja, berat tan, dsb. bagi tempoh mulai 1 Mei 2022 hingga 31 Disember 2022**

6. (1) Kadar gaji minimum yang kena dibayar kepada seseorang pekerja mengikut kawasan tempat kerja bagi tempoh mulai 1 Mei 2022 hingga 31 Disember 2022 hendaklah seperti yang berikut:

Kawasan	Kadar gaji minimum			
	Bulanan	Harian		Setiap jam
Kawasan Majlis Bandaraya atau Majlis Perbandaran	RM1,200	Bilangan hari bekerja dalam seminggu		RM5.77
		6	RM46.15	
		5	RM55.38	

		4	RM69.23	
Selain kawasan Majlis Bandaraya atau Majlis Perbandaran	RM1,100	6	RM42.31	RM5.29
		5	RM50.77	
		4	RM63.47	

(2) 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 mengikut kawasan tempat kerja bagi tempoh mulai 1 Mei 2022 hingga 31 Disember 2022 hendaklah tidak kurang daripada kadar seperti yang berikut:

Kawasan	Kadar
Kawasan Majlis Bandaraya atau Majlis Perbandaran	RM1,200
Selain kawasan Majlis Bandaraya atau Majlis Perbandaran	RM1,100

(3) Perenggan ini terpakai bagi pekerja yang diambil kerja oleh seseorang majikan yang mengambil kerja kurang daripada lima orang pekerja selain majikan yang disebut dalam subsubperenggan 4(3)(b).

### **Pembatalan**

7. Perintah Gaji Minimum 2020 [*P.U. (A) 5/2020*] dibatalkan.

Dibuat 27 April 2022  
[KSM/PUU(R) 600-1/2/17/1; PN(PU2)700/JLD. 7]

DATUK SERI SARAVANAN A/L MURUGAN  
*Menteri Sumber Manusia*

NATIONAL WAGES CONSULTATIVE COUNCIL ACT 2011

MINIMUM WAGES ORDER 2022

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 2022**.

(2) Except for paragraphs 5 and 6, this Order comes into operation on 1 May 2022.

(3) Paragraph 5 comes into operation on 1 January 2023.

(4) Paragraph 6 has effect for the period from 1 May 2022 to 31 December 2022.

**Non-application**

2. This Order shall not apply to a domestic servant as defined under subsection 2(1) of the Employment Act 1955 [Act 265], subsection 2(1) of the Sabah Labour Ordinance [Cap. 67] and subsection 2(1) of the Sarawak Labour Ordinance [Cap. 76].

**Interpretation**

3. In this Order—

“City Council or Municipal Council area” means any area declared or established as City Council or Municipal Council areas under the Local Government Act 1976 [Act 171], Local Government Ordinance 1961 [Sabah No. 11 of 1961] or Local Authorities Ordinance 1996 [Sarawak Cap. 20], or Putrajaya or Labuan;

“place of employment” has the meaning assigned to it in subsection 2(1) of the Employment Act 1955, subsection 2(1) of the Sabah Labour Ordinance and subsection 2(1) of the Sarawak Labour Ordinance.

**Minimum wages rates and rate of wages paid to employee based only on piece rate, tonnage, etc. with effect from 1 May 2022**

4. (1) The minimum wages rates payable to an employee with effect from 1 May 2022 shall be as follows:

Minimum wages rate				
Monthly	Daily			Hourly
RM1,500	Number of working days in a week			RM7.21
	6	5	4	
	RM57.69	RM69.23	RM86.54	

(2) 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 that employee with effect from 1 May 2022 shall not be less than RM1,500.

(3) This paragraph shall apply to an employee employed by—

- (a) an employer who employs five or more employees; and
- (b) regardless of the number of employees employed, an employer who carries out a professional activity classified under the Malaysia Standard Classification of Occupations (MASCO) as published officially by the Ministry of Human Resources.



**Minimum wages rates and rate of wages paid to employee based only on piece rate, tonnage, etc. with effect from 1 January 2023**

5. (1) The minimum wages rates payable to an employee with effect from 1 January 2023 shall be as follows:

Minimum wages rate				
Monthly	Daily			Hourly
RM1,500	Number of working days in a week			RM7.21
	6	5	4	
	RM57.69	RM69.23	RM86.54	

(2) 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 that employee with effect from 1 January 2023 shall not be less than RM1,500.

(3) This paragraph shall apply to an employee employed by an employer who employs less than five employees other than an employer referred to in subsubparagraph 4(3)(b).

**Minimum wages rates and rate of wages paid to employee based only on piece rate, tonnage, etc. for the period from 1 May 2022 to 31 December 2022**

6. (1) The minimum wages rates payable to an employee according to the place of employment area for the period from 1 May 2022 to 31 December 2022 shall be as follows:

Area	Minimum wages rate			
	Monthly	Daily		Hourly
City Council or Municipal Council area	RM1,200	Number of working days in a week		RM5.77
		6	RM46.15	
		5	RM55.38	
		4	RM69.23	

Other than City Council or Municipal Council area	RM1,100	6	RM42.31	RM5.29
		5	RM50.77	
		4	RM63.47	

(2) 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 that employee according to the place of employment area for the period from 1 May 2022 to 31 December 2022 shall not be less than the following rates:

Area	Rate
City Council or Municipal Council area	RM1,200
Other than City Council or Municipal Council area	RM1,100

(3) This paragraph shall apply to an employee employed by an employer who employs less than five employees other than an employer referred to in subsubparagraph 4(3)(b).

### **Revocation**

7. The Minimum Wages Order 2020 [*P.U. (A) 5/2020*] is revoked.

Made 27 April 2022  
[KSM/PUU(R) 600-1/2/17/1; PN(PU2)700/JLD. 7]

DATUK SERI SARAVANAN A/L MURUGAN  
*Minister of Human Resource*