

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