

CIRCULAR NO: 93/2026

DATE: 9 JULY 2026

TO: ALL MEMBERS

PERKESO LINDUNG 24 JAM (24-HOUR PROTECTION SCHEME) FOR EMPLOYEES – NOW VOLUNTARY

We wish to inform members that the Government has announced that participation in the PERKESO LINDUNG 24 JAM (Non-Employment Injury Scheme) is no longer mandatory. See Media Statement below.

The Cabinet has decided, with immediate effect, that participation in the scheme is **voluntary for local employees**, while it remains **mandatory for foreign employees**. The Ministry of Human Resources (KESUMA) is expected to issue further details, while PERKESO is anticipated to revise its implementation guidelines accordingly.

Background

The LINDUNG 24 JAM Scheme was introduced following amendments to the Employees' Social Security Act 1969 (Act 4) through the Employees' Social Security (Amendment) Act 2025 [Act A1737], which was passed by Parliament on 23 February 2026 and gazetted on 5 March 2026. PERKESO subsequently issued [Employer Circular No. 2/2026](#) outlining the implementation of the scheme from 1 June 2026. The Government has since announced that participation in the scheme will instead be voluntary, and further guidance from KESUMA and PERKESO is awaited.

What is LINDUNG 24 JAM?

LINDUNG 24 JAM is a social security scheme that provides eligible employees with 24-hour protection throughout their period of employment for accidental injuries that occur outside working hours and are not related to their employment, subject to the provisions of the Employees' Social Security Act 1969 and PERKESO's eligibility requirements.

The scheme complements the existing Employment Injury Scheme, which continues to provide protection for work-related accidents, occupational diseases and commuting accidents.

What is a Non-Employment Injury?

A non-employment injury refers to a personal injury caused by an accident that does not arise out of and in the course of employment.

Current Position

Following the Government's latest decision:

- i. Participation in the LINDUNG 24 JAM Scheme is voluntary for local (Malaysian) employees, with immediate effect.
- ii. Participation remains mandatory for foreign employees in accordance with the existing provisions of the Employees' Social Security Act 1969.
- iii. Employers should not automatically deduct contributions from local employees unless and until the employee elects to participate and PERKESO issues the relevant implementation procedures.

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- iv. PERKESO is expected to announce the mechanism and administrative procedures for voluntary participation by local employees.
- v. The mandatory contribution requirement for foreign employees remains unchanged pending any further announcement by the Government.
- vi. Members are encouraged to monitor further announcements from KESUMA and PERKESO, particularly regarding the voluntary participation mechanism for local employees. KESUMA has also indicated that the implementation of the scheme will be reviewed towards the end of the year, including its policy direction, implementation effectiveness and sustainability, and any necessary legislative amendments may subsequently be considered. MPMA will continue to keep members informed of further official developments. The Cabinet has decided, with immediate effect, that participation in the scheme is voluntary for local employees, while it remains mandatory for foreign employees.

Contribution

Under the framework previously issued by PERKESO:

- i. The contribution is borne entirely by the employee.
- ii. There is no additional employer contribution.
- iii. Further details on the contribution mechanism following the Government's decision are expected to be announced by KESUMA and PERKESO.

Benefits

Eligible participants may be entitled to benefits including:

- i. Medical benefits;
- ii. Temporary disablement benefits;
- iii. Permanent disablement benefits;
- iv. Dependants' benefits;
- v. Constant Attendance Allowance;
- vi. Physical and vocational rehabilitation, including Return-to-Work services;
- vii. Funeral benefits;
- viii. Education benefits; and
- ix. Other benefits provided under the Employees' Social Security Act 1969, subject to PERKESO's eligibility requirements and claims assessment.

Exclusions

Based on the information currently published by PERKESO, the scheme does not cover, among others:

- i. Accidents occurring outside Malaysia;
- ii. Self-employed employment injuries covered under the Self-Employment Social Security Act 2017 (Act 789);
- iii. Domestic accidents covered under the Housewives' Social Security Act 2022 (Act 838); and
- iv. Foreign employees who misuse or breach the conditions of their valid immigration pass or permit.

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Members are encouraged to monitor further announcements from KESUMA and PERKESO for revised implementation procedures following the Government's decision to make the scheme voluntary. MPMA will continue to keep members informed as further official guidance becomes available.

Reference document: [PERKESO Frequently Asked Questions](#)

Thank you.

MALAYSIAN PLASTICS MANUFACTURERS ASSOCIATION

SUJATA ALBERT

Executive Director



KEMENTERIAN SUMBER MANUSIA

KENYATAAN MEDIA

MENTERI SUMBER MANUSIA

LINDUNG 24 JAM SUKARELA BAGI PEKERJA TEMPATAN, TETAPI KEKAL MANDATORI UNTUK PEKERJA ASING.

Keputusan Jemaah Menteri berhubung pelaksanaan Skim Kemalangan Bukan Bencana Kerja (LINDUNG 24 Jam) di bawah Pertubuhan Keselamatan Sosial (PERKESO) telah diambil setelah meneliti segenap pandangan rakyat. Sehubungan itu, **Jemaah Menteri memutuskan bahawa caruman bagi Skim LINDUNG 24 Jam tidak lagi bersifat mandatori untuk pekerja tempatan, sebaliknya dilaksanakan secara sukarela, berkuat kuasa serta-merta.**

Keputusan ini memberi ruang kepada pekerja tempatan untuk membuat pilihan sama ada ingin mencarum di bawah skim tersebut mengikut keperluan dan pertimbangan masing-masing. Mekanisme pelaksanaan serta proses penyertaan secara sukarela bagi pekerja tempatan akan diumumkan oleh pihak PERKESO dalam tempoh yang terdekat. **Caruman Skim LINDUNG 24 Jam kekal mandatori bagi pekerja asing dan akan terus dilaksanakan mengikut peruntukan undang-undang yang sedia ada.**

Walaupun pelaksanaannya kini adalah secara sukarela bagi pekerja tempatan, PERKESO ingin menegaskan bahawa Skim LINDUNG 24 Jam masih inisiatif penting yang menyediakan perlindungan keselamatan sosial kepada pekerja sekiranya mengalami kemalangan di luar waktu dan tempat kerja, termasuk ketika menjalankan aktiviti harian. Malah, tekad memastikan kebajikan dan keselamatan

sosial seluruh tenaga kerja di Malaysia sentiasa menjadi keutamaan tertinggi PERKESO sebagai agensi naungan KESUMA.

KESUMA akan meneliti semula mekanisme pelaksanaan skim ini menjelang penghujung tahun. Ini termasuk aspek hala tuju dasar, keberkesanan pelaksanaan serta kemampunan dana bagi memastikan skim ini kekal mampan dan memberi manfaat kepada rakyat. Sekiranya diperlukan, hasil penelitian tersebut akan dibentangkan ke Parlimen bagi cadangan pindaan kepada Akta Keselamatan Sosial Pekerja 1969 [Akta 4].

PERKESO akan terus memperkukuh usaha meningkatkan kesedaran mengenai kepentingan perlindungan sosial serta memastikan rakyat mendapat maklumat yang jelas dan tepat mengenai manfaat skim ini agar mereka dapat membuat keputusan yang terbaik.

YB DATO' SRI RAMANAN RAMAKRISHNAN
MENTERI SUMBER MANUSIA
09 JULAI 2026