

CIRCULAR NO. 41/2022

DATE: 29 APRIL 2022

MINIMUM WAGE ORDER 2022

Reference is made to the Minimum Wages Order 2022 via gazette notification [P.U. \(A\) 140 dated 27 April 2022](#).

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

(a) The minimum wage rates payable to an employee with effect from **1st May 2022** and applicable to an employee employed by an employer as follows:

(i) an employer who employs **five (5) or more employees**; and

(ii) 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 (for example, accountancy firms, lawyer firms).

(b) The minimum wage rates payable to an employee 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	

(c) For 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 with effect from **1 May 2022** shall not be less than RM1,500.

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

(a) The minimum wage rates as stated in paragraphs 1(b) above shall be applicable with effect from **1st January 2023** to an employee employed by an employer who employs **less than five (5) employees**.

(b) 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 employed by an employer who employs **less than five (5) employees** shall **not be less than RM1,500** with effect from **1 January 2023**.

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

(a) The minimum wage rates payable to an employee employed by an employer who employs less than five (5) employees for the period from **1 May 2022 to 31 December 2022** shall be as follows:

(i) For 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 employed by an employer who employs less than five (5) employees for period from **1 May 2022 to 31 December 2022** shall not be less than the following rates:

AREA	MINIMUM WAGE RATE			
	MONTHLY	DAILY		HOURLY
City Council or Municipal Council	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	

(ii) For 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 employed by an employer who employs less than five (5) employees for 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

4. The Minimum Wages Order 2022 shall not apply to domestic servants as defined under section 2 (1) of the [Employment Act 1955 \(Act 265\)](#), [the Sabah Labour Ordinance \(Chapter 67\)](#) and the [Sarawak Labour Ordinance \(Chapter 76\)](#).

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