

CIRCULAR NO. 75/2021

DATE: 9 JUNE 2021

FREQUENTLY ASKED QUESTIONS (FAQ) DURING FULL MOVEMENT CONTROL ORDER

Reference is made to the [FREQUENTLY ASKED QUESTIONS](#) (FAQ) by the Ministry of Human Resources (MoHR) dated 8 June 2021.

Below are some of the pertinent points:

1. Employers who are allowed to operate by the relevant agencies must ensure compliance to the Standard Operating Procedures (SOP) and must ensure that the attendance of employees at the workplace does not exceed the minimum capacity requirement.
2. Employers are obliged to pay full salary. Daily wage workers must be paid according to the wage rate that has been agreed between the employer and the employee in the latest offer letter/service contract letter. For employees whose wages are not fixed, then the daily rate shall not be less than the minimum wage rate as per the Minimum Wage Order 2020.
3. Employers are required to pay sick leave or hospitalisation leave for employees who have been ordered for quarantined by a Government/Private Health Medical Practitioner, and for employees who have been directed to self-quarantine by the employer.
4. Employers cannot force the employee to use their annual leave or unpaid leave during the Full Movement Control Order (FMCO) period.
5. Employees can apply through their employers to work from home (WFH) for suitable employment/work subject to the employer's approval. For WFH employees, employers must pay the employees salary, but any allowances is subjected to the terms in the employees' contract.
6. Employees from the non-essential sector can travel to work for the purpose of salaries, etc, by applying for permission from the Police Diraja Malaysia (PDRM). Employees must present the confirmation letter from the employer when making an application to PDRM. Permission given by PDRM is on a one-off basis for a period of two to three days only.

The FAQ by MoHR is subject to change and modifications depending on announcements by the Government from time to time.

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