

# EMPLOYEES' SOCIAL SECURITY LAWS AMENDED TO INTRODUCE PROTECTION FOR NON-EMPLOYMENT RELATED INJURIES AND 24/7 COVERAGE

24 June 2026



To give effect to the “Skim Kemalangan Bukan Bencana Kerja” or the “LINDUNG 24/7” initiative, the following legislation have come into operation on 1 June 2026:

- a) Employees’ Social Security (Amendment) Act 2026<sup>1</sup> (“**SOCISO Amendment Act**”);
- b) Employees’ Social Security (Minimum Daily Rate of Benefit) (Amendment) Regulations 2026<sup>2</sup> (“**2026 Regulations**”); and
- c) Employees’ Social Security (General) (Amendment) Regulations 2026<sup>3</sup> (“**General Amendment Regulations**”).

## **SOCISO Amendment Act**

The SOCISO Amendment Act extends social safety protection to all workers to include injuries sustained outside the course of employment. In effect, this means that employees will now enjoy 24/7 protection against injuries arising from accidents. Prior to the amendment, SOCISO benefits only cover employment-related injuries which resulted in non-employment injury claims being rejected.

While employers shall pay the contributions on behalf of their employees, the additional contributions are fully borne by employees, and will be implemented in phases, as follows<sup>4</sup>:

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<sup>1</sup> P.U.(B) 196/2026.

<sup>2</sup> P.U.(A) 205/2026.

<sup>3</sup> P.U.(A) 206/2026.

<sup>4</sup> Third Schedule of Employees’ Social Security Act 1969.

- 0.75% for the First Phase;
- 1.0% for the Second Phase;
- 1.25% from the Third Phase.<sup>5</sup>

Our write-up on the SOCSO Amendment Act (while it was in the form of a Parliamentary Bill) can be accessed [here](#).

## 2026 Regulations

The 2026 Regulations amend the following provisions of the Employees' Social Security (Minimum Daily Rate of Benefit) Regulations 1999 in the manner set out below:

- a) Regulation 2(a) by including the words "non-employment injury";
- b) Regulation 3 by specifying the minimum daily rate of benefit allowable for temporary disablement or permanent total disablement, as follows:
  - i) for employment injury, RM30; and
  - ii) for non-employment injury:
    - for the First Phase, RM18;
    - for the Second Phase, RM24;
    - for the Third Phase, RM30.

The Minister of Human Resources has appointed the effective period of application of the relevant phases, as follows:

- a) for the First Phase, 1 June 2026 to 31 May 2028;
- b) for the Second Phase, 1 June 2028 to 31 May 2031; and
- c) for the Third Phase, 1 June 2031 and onwards.<sup>6</sup>

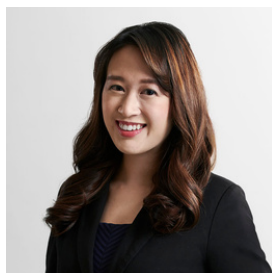
## General Amendment Regulations

The amendments in the General Amendment Regulations in respect of the Employees' Social Security (General) Regulations 1971 are to ensure that it is in line with the SOCSO Amendment Act.

## Comments

The coming into operation of these employee social security laws is a significant step forward in providing protection for employees against injuries sustained during and outside work hours.

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<sup>5</sup> Third Schedule of Employees' Social Security Act 1969.

<sup>6</sup> P.U.(B) 196/2026.



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