



4 Disember 2024  
4 December 2024  
P.U. (A) 376

WARTA KERAJAAN PERSEKUTUAN

*FEDERAL GOVERNMENT  
GAZETTE*

PERINTAH GAJI MINIMUM 2024

*MINIMUM WAGES ORDER 2024*

DISIARKAN OLEH/  
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AKTA MAJLIS PERUNDINGAN GAJI NEGARA 2011

PERINTAH GAJI MINIMUM 2024

PADA menjalankan kuasa yang diberikan oleh seksyen 23 Akta Majlis Perundingan Gaji Negara 2011 [*Akta 732*], Menteri membuat perintah yang berikut:

**Nama dan permulaan kuat kuasa**

1. (1) Perintah ini bolehlah dinamakan **Perintah Gaji Minimum 2024**.
- (2) Kecuali bagi perenggan 4 dan 5, Perintah ini mula berkuat kuasa pada 1 Februari 2025.
- (3) Perenggan 4 berkuat kuasa bagi tempoh mulai 1 Februari 2025 hingga 31 Julai 2025.
- (4) Perenggan 5 mula berkuat kuasa pada 1 Ogos 2025.

**Ketidakpakaian**

2. Perintah ini tidak terpakai bagi pekhidmat domestik sebagaimana yang ditakrifkan di bawah subseksyen 2(1) Akta Kerja 1955 [*Akta 265*], subseksyen 2(1) Ordinan Buruh Sabah [*Bab 67*] dan subseksyen 2(1) Ordinan Buruh Sarawak [*Bab 76*].

**Kadar gaji minimum dan kadar gaji bagi pekerja yang dibayar hanya berdasarkan upah ikut kerja, berat tan, dsb. berkuat kuasa mulai 1 Februari 2025**

3. (1) Kadar gaji minimum yang kena dibayar kepada seseorang pekerja berkuat kuasa mulai 1 Februari 2025 hendaklah seperti yang berikut:

| Kadar gaji minimum |                                      |         |         |            |
|--------------------|--------------------------------------|---------|---------|------------|
| Bulanan            | Harian                               |         |         | Setiap jam |
| RM1,700            | Bilangan hari bekerja dalam seminggu |         |         | RM8.72     |
|                    | 6                                    | 5       | 4       |            |
|                    | RM65.38                              | RM78.46 | RM98.08 |            |

(2) Berhubung dengan seseorang pekerja yang tidak dibayar gaji pokok tetapi dibayar gaji hanya berdasarkan upah ikut kerja, berat tan, tugas, perjalanan atau komisen, kadar gaji bulanan yang kena dibayar kepada pekerja itu berkuat kuasa mulai 1 Februari 2025 hendaklah tidak kurang daripada RM1,700.00.

(3) Perenggan ini terpakai bagi pekerja yang diambil kerja oleh—

- (a) seseorang majikan yang mengambil kerja lima orang pekerja atau lebih; dan
- (b) tanpa mengira bilangan pekerja yang diambil bekerja, majikan yang menjalankan suatu aktiviti profesional yang dikelaskan di bawah Piawaian Pengelasan Pekerjaan Malaysia (MASCO) sebagaimana yang diterbitkan secara rasmi oleh Kementerian Sumber Manusia.

**Kadar gaji minimum dan kadar gaji bagi pekerja yang dibayar hanya berdasarkan upah ikut kerja, berat tan, dsb. berkuat kuasa bagi tempoh mulai 1 Februari 2025 hingga 31 Julai 2025.**

4. (1) Kadar gaji minimum yang kena dibayar kepada seseorang pekerja berkuat kuasa bagi tempoh mulai 1 Februari 2025 hingga 31 Julai 2025 hendaklah seperti yang berikut:

| Kadar gaji minimum |                                      |         |         |            |
|--------------------|--------------------------------------|---------|---------|------------|
| Bulanan            | Harian                               |         |         | Setiap jam |
| RM1,500            | Bilangan hari bekerja dalam seminggu |         |         | RM7.21     |
|                    | 6                                    | 5       | 4       |            |
|                    | RM57.69                              | RM69.23 | RM86.54 |            |

(2) Berhubung dengan seseorang pekerja yang tidak dibayar gaji pokok tetapi dibayar gaji hanya berdasarkan upah ikut kerja, berat tan, tugas, perjalanan atau komisen, kadar gaji bulanan yang kena dibayar kepada pekerja itu berkuat kuasa bagi tempoh mulai 1 Februari 2025 hingga 31 Julai 2025 hendaklah tidak kurang daripada RM1,500.00.

(3) Perenggan ini terpakai bagi pekerja yang diambil kerja oleh seseorang majikan yang mengambil kerja kurang daripada lima orang pekerja selain majikan yang disebut dalam subsubperenggan 3(3)(b).

**Kadar gaji minimum dan kadar gaji bagi pekerja yang dibayar hanya berdasarkan upah ikut kerja, berat tan, dsb. berkuat kuasa mulai 1 Ogos 2025**

5. (1) Kadar gaji minimum yang kena dibayar kepada seseorang pekerja berkuat kuasa mulai 1 Ogos 2025 hendaklah seperti yang berikut:

| Kadar gaji minimum |                                      |         |         |            |
|--------------------|--------------------------------------|---------|---------|------------|
| Bulanan            | Harian                               |         |         | Setiap jam |
| RM1,700            | Bilangan hari bekerja dalam seminggu |         |         | RM8.72     |
|                    | 6                                    | 5       | 4       |            |
|                    | RM65.38                              | RM78.46 | RM98.08 |            |

(2) Berhubung dengan seseorang pekerja yang tidak dibayar gaji pokok tetapi dibayar gaji hanya berdasarkan upah ikut kerja, berat tan, tugas, perjalanan atau komisen, kadar gaji bulanan yang kena dibayar kepada pekerja itu berkuat kuasa mulai 1 Ogos 2025 hendaklah tidak kurang daripada RM1,700.00.

(3) Perenggan ini hendaklah terpakai bagi pekerja yang diambil kerja oleh seseorang majikan yang mengambil kerja kurang daripada lima orang pekerja selain majikan yang disebut dalam subsubperenggan 3(3)(b).

**Pembatalan**

6. Perintah Gaji Minimum 2022 [*P.U. (A) 140/2022*] dibatalkan.

Dibuat 2 Disember 2024  
[KSM/PUU(R) 600-1/2/17/1; PN(PU2)700/JLD.8]

SIM CHEE KEONG  
*Menteri Sumber Manusia*

NATIONAL WAGES CONSULTATIVE COUNCIL ACT 2011

MINIMUM WAGES ORDER 2024

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 2024**.

(2) Except for paragraphs 4 and 5, this Order comes into operation on 1 February 2025.

(3) Paragraph 4 has effect for the period from 1 February 2025 to 31 July 2025.

(4) Paragraph 5 comes into operation on 1 August 2025.

**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].

**Minimum wages rates and rate of wages paid to employee based only on piece rate, tonnage, etc. with effect from 1 February 2025**

3. (1) The minimum wages rates payable to an employee with effect from 1 February 2025 shall be as follows:

| Minimum Wages Rate |                                  |         |         |        |
|--------------------|----------------------------------|---------|---------|--------|
| Monthly            | Daily                            |         |         | Hourly |
| RM1,700            | Number of working days in a week |         |         | RM8.72 |
|                    | 6                                | 5       | 4       |        |
|                    | RM65.38                          | RM78.46 | RM98.08 |        |

(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 February 2025 shall not be less than RM1,700.00.

(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. for the period from 1 February 2025 to 31 July 2025**

4. (1) The minimum wages rates payable to an employee for the period from 1 February 2025 to 31 July 2025 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 for the period from 1 February 2025 to 31 July 2025 shall not be less than RM1,500.00.

(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 3(3)(b).

**Minimum wages rates and rate of wages paid to employee based only on piece rate, tonnage, etc. with effect from 1 August 2025**

5. (1) The minimum wages rates payable to an employee with effect from 1 August 2025 shall be as follows:

| Minimum Wages Rate |                                  |         |         |        |
|--------------------|----------------------------------|---------|---------|--------|
| Monthly            | Daily                            |         |         | Hourly |
| RM1,700            | Number of working days in a week |         |         | RM8.72 |
|                    | 6                                | 5       | 4       |        |
|                    | RM65.38                          | RM78.46 | RM98.08 |        |

(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 August 2025 shall not be less than RM1,700.00.

(3) This paragraph shall apply to employee employed by an employer who employs less than five employees other than an employer referred to in subsubparagraph 3(3)(b).

**Revocation**

6. The Minimum Wages Order 2022 [*P.U. (A) 140/2022*] is revoked.



Made 2 December 2024  
[KSM/PUU(R) 600-1/2/17/1; PN(PU2)700/JLD.8]

SIM CHEE KEONG  
*Minister of Human Resource*