



LAWS OF MALAYSIA

Act 265

EMPLOYMENT ACT 1955

(Revised—1981)

Pengarah
Jabatan Khidmat Usahan
FELDA

Harga: \$3.50



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Revised up to 26th November 1981

Date appointed for coming
into force 18th February 1982

Date of publication in
Gazette 28th January 1982

Enacted in 1955 as F.M. Ordinance No. 38 of 1955.

Reprinted in 1975 as Reprint No. 1 of 1975.

Reprinted in 1987 as Reprint No. 2 of 1987.

LAWS OF MALAYSIA**Act 265****EMPLOYMENT ACT 1955****(Revised—1981)**

ARRANGEMENT OF SECTIONS

PART I**PRELIMINARY**

Section

1. Short title and application.
2. Interpretation.
- 2A. Minister may prohibit employment other than under contract of service.
- 2B. General power to exempt or exclude.
3. Appointment of officers.
4. Appeals.
5. Effect on Act of other written laws.

PART II**CONTRACTS OF SERVICE**

6. Saving of existing contracts.
7. More favourable conditions of service under the Act to prevail.
- 7A. Validity of any term or condition of service which is more favourable.
- 7B. Removal of doubt in respect of matters not provided for by or under this Act.
8. Contracts of service not to restrict rights of employees to join, participate in or organize trade unions.
9. (*Repealed*).
10. Contracts to be in writing and to include provision for termination.
11. Provision as to termination of contracts.

Section

12. Notice of termination of contract.
13. Termination of contract without notice.
14. Termination of contract for special reasons.
15. When contract is deemed to be broken by employer and employee.
16. Employees on estates to be provided with minimum number of days' work in each month.
17. (*Omitted*).
- 17A. Apprenticeship contracts excluded from sections 10 to 16.

PART III

PAYMENT OF WAGES

18. Wage period.
19. Time of payment of wages.
20. Payment on normal termination of contract.
21. Payment on termination of contract in special circumstances and on breach of contract.
22. Limitation on advances to employees.
23. Wages not due for absence from work through imprisonment or attendance in court.

PART IV

DEDUCTIONS FROM WAGES

24. Deductions to be of specified kinds only.

PART V

RELATING TO THE TRUCK SYSTEM

25. Wages to be paid in legal tender.
- 25A. Payment of wages through bank.
26. Conditions restricting place at which, manner in which and person with whom wages paid to be spent, illegal.
27. Interest on advances forbidden.
28. Restriction on places at which wages may be paid.
29. Remuneration other than wages.
30. Shop established by employers for sale of goods to employees.

EMPLOYMENT

5

PART VI

PRIORITY OF WAGES

Section

- 31. Priority of wages over other debts.
- 32. Reference by the court to Director General.

PART VII

CONTRACTORS AND PRINCIPALS

- 33. Liability of principals and contractors for wages.

PART VIII

EMPLOYMENT OF WOMEN

- 34. Prohibition of night work.
- 35. Prohibition of underground work.
- 36. Prohibition of employment by Minister.

PART IX

MATERNITY PROTECTION

- 37. Length of eligible period and entitlement to maternity allowance.
- 38. Payment of maternity allowance.
- 39. Payment of allowance to nominee on death of female employee.
- 40. Loss of maternity allowance for failure to notify employer.
- 41. Payment of allowance to nominee.
- 42. Restriction on dismissal of female employee after eligible period.
- 43. Conditions contrary to Part void.
- 44. Register of allowances paid.
- 44A. (*Omitted*).

PART X

EMPLOYMENT OF CHILDREN AND
YOUNG PERSONS

- 45-56. (*Repealed*).

PART XI

DOMESTIC SERVANTS

- 57. Termination of contract.

PART XII

REST DAYS, HOURS OF WORK, HOLIDAYS AND
OTHER CONDITIONS OF SERVICE

Section

- 58. *(Omitted)*.
- 58A. Non-application of Part XII.
- 59. Rest day.
- 60. Work on rest day.
- 60A. Hours of work.
- 60B. Task work.
- 60C. Shift work.
- 60D. Holidays.
- 60E. Annual leave.
- 60F. Sick leave.
- 60G. *(Omitted)*.
- 60H. *(Omitted)*.
- 60I. Interpretation.

PART XIII

TERMINATION, LAY-OFF, AND RETIREMENT
BENEFITS

- 60J. Termination, lay-off and retirement benefits.

PART XIII

REGISTERS, RETURNS AND NOTICE BOARDS

- 61. Duty to keep registers.
- 62. Power to make regulations requiring information as to wages.
- 63. Duty to make returns required by Director General.
- 63A. Duty to give notice and other information.
- 64. Duty to display notice boards.

PART XIV

INSPECTION

- 65. Powers of inspection and inquiry.
- 66. Inspecting officer to notify presence.
- 67. Powers of inspecting officer.
- 68. Officers to be authorized by the Director General.

EMPLOYMENT

7

PART XV

COMPLAINTS AND INQUIRIES

Section

69. Director General's power to inquire into complaints.
- 69A. Limitation on power conferred by section 69.
70. Procedure in Director General's inquiry.
71. Director General's record of inquiry.
72. Joinder of several complaints in one complaint.
73. Prohibitory order by Director General to third party.
74. No fees for summons: service of summons.
75. Enforcement of Director General's order by Sessions Court.
76. Submission by Director General to High Court of point of law.
77. Appeal against Director General's order to High Court.
78. Employee's remedy when employer about to abscond.
79. Powers of Director General to investigate possible offences under this Act.
80. Examination on summons by the Director General.
81. Right of employee to appear before the Director General.

PART XVI

PROCEDURE

82. Service of summons issued under Part XV.
83. Power to make reciprocal provisions between Malaysia and Singapore for the service, execution and enforcement of summonses, warrants and orders.
84. Jurisdiction.
85. Prosecutions and right of audience.
86. Saving clause as to civil jurisdiction of courts.
87. Power of court imposing fine.
88. Effect of imprisonment.
89. Incapacity of Director General hearing inquiry.
90. Officers acting under Act deemed public servants.

PART XVII

OFFENCES AND PENALTIES

Section

- 91. Under Parts III and IV.
- 92. Under Part V.
- 93. Under Part VIII.
- 94. Under Part IX.
- 95. (*Repealed*).
- 96. (*Repealed*).
- 97. Under Part XIII.
- 98. Under Part XIV.
- 99. Under Part XV.
- 99A. General penalty.
- 100. Penalties for failure or non-compliance in relation to rest days, overtime, holidays, annual leave, and sick leave.
- 101. Offence in connection with inquiry or inspection.

PART XVIII

REGULATIONS

- 102. Regulations.

PART XIX

REPEAL AND SAVING

- 103. Repeal and saving.

FIRST SCHEDULE.

SECOND SCHEDULE.

LAWS OF MALAYSIA

Act 265

EMPLOYMENT ACT 1955

(Revised—1981)

An Act relating to employment.

[1st June 1957.] [L.N.
228/57.]

PART I

PRELIMINARY

1. (1) This Act may be cited as the Employment Act 1955. Short title and application.

(2) This Act shall apply to West Malaysia only.

2. (1) In this Act, unless the context otherwise requires— Interpretation.

“agricultural undertaking” means any work in which any employee is employed under a contract of service for the purposes of agriculture, horticulture or silviculture, the tending of domestic animals and poultry or the collection of the produce of any plants or trees; [Am. Act A360.]

“apprenticeship contract” means a written contract entered into by a person with an employer who undertakes to employ the person and train or have him trained systematically for a trade for a specified period which shall not be less than two years in the course of which the apprentice is bound to work in the employer’s service;

“approved amenity or approved service” means any amenity or service— [Ins. Act A360; Am. Act A497.]

(a) approved by the Director General under section 29 (2) on application made to him by an employer for its inclusion in a contract of service; or

(b) provided for in any award made by the Industrial Court or in any collective agreement;

Act 177. "collective agreement" has the same meaning assigned thereto in the Industrial Relations Act 1967;

"confinement" means parturition resulting after at least twenty-eight weeks of pregnancy in the issue of a child or children, whether alive or dead, and shall for the purposes of this Act commence and end on the actual day of birth and where two or more children are born at one confinement shall commence and end on the day of the birth of the last-born of such children, and the word "confined" shall be construed accordingly;

"constructional contractor" means any person, firm, corporation or company who or which is established for the purpose of undertaking, either exclusively or in addition to or in conjunction with any other business, any type of constructional work, and who or which is carrying out such constructional work for or on behalf of some other person under a contract entered into by him or them with such other person, and includes his or their heirs, executors, administrators, assigns and successors;

"constructional work" includes the construction, reconstruction, maintenance, repair, alteration or demolition of any building, railway, harbour, dock, pier, canal, inland waterway, road, tunnel, bridge, viaduct, sewer, drain, well, dredge, wireless, telegraphic or telephonic installation, electrical undertaking, gaswork, waterwork or other work of construction, as well as the preparation for, or the laying of, the foundations of any such work or structure, and also any earthworks both in excavation and in filling;

[Am. Act A360.] "contract of service" means any agreement, whether oral or in writing and whether express or implied, whereby one person agrees to employ another as an employee and that other agrees to serve his employer as an employee and includes an apprenticeship contract;

"contractor" means any person who contracts with a principal to carry out the whole or any part of any work undertaken by the principal in the course of or for the purposes of the principal's trade or business;

“day” means—

[Sub. Act
A360.]

- (a) a continuous period of twenty-four hours beginning at midnight; or
- (b) for the purposes of Part XII in respect of an employee engaged in shift work, a continuous period of twenty-four hours beginning at any point of time;

“domestic servant” means a person employed in connection with the work of a private dwelling-house and not in connection with any trade, business, or profession carried on by the employer in such dwelling-house and includes a cook, house-servant, butler, child’s nurse, valet, footman, gardener, washerman or washerwoman, watchman, groom and driver or cleaner of any vehicle licensed for private use;

“electrical installation” has the same meaning as is assigned to “installation” in the Electricity Act 1949; *Act 116.*

“employee” means any person or class of persons— *[Uns. Act A360.]*

- (a) included in any category in the First Schedule to the extent specified therein; or
- (b) in respect of whom the Minister makes an order under subsection (3) or section 2A;

“employer” means any person who has entered into a contract of service to employ any other person as an employee and includes the agent, manager or factor of such first mentioned person, and the word “employ”, with its grammatical variations and cognate expressions, shall be construed accordingly;

“fermented toddy” and “intoxicating liquor” have the same meaning as in the Excise Act 1976; *Act 176.*

“Industrial Court” has the same meaning assigned thereto in the Industrial Relations Act 1967; *Act 177.*

“industrial undertaking” includes—

- (a) disturbing, removing, carting, carrying, washing, sifting, melting, refining, crushing or otherwise dealing with any rock, stone, gravel, clay, sand, soil, night-soil or mineral by any mode or method whatever;

(b) industries in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, packed or otherwise prepared for delivery, broken up, or demolished, or in which materials are transformed or minerals treated, including shipbuilding and the generation, transformation and transmission of electricity or motive power of any kind;

(c) constructional work;

(d) transport of passengers or goods by road, rail, water or air, including the handling of goods at docks, quays, wharves, warehouses or airports;

[Ins.
Act A497.]

(e) any industry, establishment or undertaking, or any activity, service or work, declared under subsection (5) to be an industrial undertaking;

Act 116. "live apparatus" and "insulated" have the same meaning as in the Electricity Act 1949;

Act 139. "machinery" has the same meaning as in the Factories and Machinery Act 1967;

[Ins.
Act A497.] "medical officer" means a registered medical practitioner who is employed in a medical capacity by the Federal Government, or by the Government of a State;

[Am.
Act A360.] "place of employment" means any place where work is carried on for an employer by an employee;

"principal" means any person who in the course of or for the purposes of his trade or business contracts with a contractor for the execution by or under the contractor of the whole or any part of any work undertaken by the principal;

Act 50. "registered medical practitioner" means a medical practitioner registered under the Medical Act 1971;

[Ins.
Act A360.] "shift work" means work which by reason of its nature requires to be carried on continuously or continually, as the case may be, by two or more shifts;

[Ins.
Act A497.] "spread over period of ten hours" means a period of ten consecutive hours to be reckoned from the time the employee commences work for the day, inclusive of any period or periods of leisure, rest or break within such period of ten consecutive hours;

“sub-contractor” means any person who contracts with a contractor for the execution by or under the sub-contractor of the whole or any part of any work undertaken by the contractor for his principal, and includes any person who contracts with a sub-contractor to carry out the whole or any part of any work undertaken by the sub-contractor for a contractor;

“sub-contractor for labour” means any person who contracts with a contractor or sub-contractor to supply the labour required for the execution of the whole or any part of any work which a contractor or sub-contractor has contracted to carry out for a principal or contractor, as the case may be;

“underground working” means any undertaking in which operations are conducted for the purpose of extracting any substance from below the surface of the earth, the ingress to and egress from which is by means of shafts, adits or natural caves;

“wage period” means the period in respect of which wages earned by an employee are payable; [Am. Act A360.]

“wages” means all remuneration which is payable to an employee for work done in respect of his contract of service but does not include— [Am. Act A360.]

- (a) the value of any house accommodation or the supply of any food, fuel, light or water or medical attendance, or of any approved amenity or approved service;
- (b) any contribution paid by the employer on his own account to any pension fund, provident fund, superannuation scheme, retrenchment, termination, lay-off or retirement scheme, thrift scheme, or any other fund or scheme established for the benefit or welfare of the employee; [Sub. Act A497.]
- (c) any travelling allowance or the value of any travelling concession;
- (d) any sum payable to the employee to defray special expenses entailed on him by the nature of his employment;
- (e) any gratuity payable on discharge or retirement; or

[Ins.
Act A497]

(f) any annual bonus or any part of any annual bonus which is not payable under the contract of service;

“week” means a continuous period of seven days;

23/67.

“West Malaysia” has the meaning assigned thereto by section 3 of the Interpretation Act 1967, and includes the Federal Territory;

“year of age” means a year from the date of a person’s birth.

[Sub. Act
A360.]

(2) The Minister may by order amend the First Schedule.

[Sub.
Act A360.]

(3) The Minister may by order declare such provisions of this Act and any other written law as may be specified in the order to be applicable to any person or class of persons employed, engaged or contracted with to carry out work in any occupation in any agricultural or industrial undertaking, constructional work, statutory body, local government authority, trade, business or place of work, and upon the coming into force of any such order—

(a) any person or class of persons specified in the order shall be deemed to be an employee or employees;

(b) the person, statutory body or local government authority employing, engaging or contracting with every such person or class of persons shall be deemed to be an employer;

(c) the employer and the employee shall be deemed to have entered into a contract of service with one another;

(d) the place where such employee carries on work for his employer shall be deemed to be a place of employment; and

(e) the remuneration of such employee shall be deemed to be wages,

for the purposes of such specified provisions of this Act and any other written law.

[Sub.
Act A360.]

(4) The Minister may make regulations in respect of the terms and conditions upon which the person or class of persons specified pursuant to subsection (3) may be employed.

(5) The Minister may, from time to time, by notification published in the *Gazette*, declare any particular industry, establishment or undertaking, or any class, category or description of industries, establishments or undertakings or any particular activity, service or work, or any class, category or description of activities, services or works, to be an industrial undertaking for the purposes of this Act. [Ins. Act A497.]

2A. (1) The Minister may by order prohibit the employment, engagement or contracting of any person or class of persons to carry out work in any occupation in any agricultural or industrial undertaking, constructional work, statutory body, local government authority, trade, business or place of work other than under a contract of service entered into with— Minister may prohibit employment other than under contract of service. [Ins. Act A360.]

(a) the principal or owner of that agricultural or industrial undertaking, constructional work, trade, business or place of work; or

(b) that statutory body or that authority.

(2) Upon the coming into force of any such order, the person or class of persons employed, engaged or contracted with to carry out the work shall be deemed to be an employee or employees and—

(a) the principal or owner of the agricultural or industrial undertaking, constructional work, trade, business or place of work; or

(b) the statutory body or local government authority,

shall be deemed to be the employer for the purposes of such provisions of this Act and any other written law as may be specified in the order.

(3) Notwithstanding subsection (1), the Minister may by order approve the employment of any person or class of persons by such other person or class of persons (not being the principal or owner) as he may specify but subject to such conditions as he may deem fit to impose.

(4) Any person who contravenes any order made under this section shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding two thousand ringgit.

General
power to
exempt or
exclude.
[Ins.
Act A360.]

2B. The Minister may by order exempt or exclude, subject to such conditions as he may deem fit to impose, any person or class of persons from all or any of the provisions of this Act.

Appoint-
ment of
officers.

3. (1) The Yang di-Pertuan Agong may appoint an officer to be styled the Director General of Labour, in this Act referred to as "the Director General".

(2) The Yang di-Pertuan Agong may appoint, to such number as he considers necessary for carrying out the provisions of this Act, officers of the following categories, that is to say—

(a) Deputy Directors General of Labour, Directors of Labour and Assistant Directors of Labour, who shall be respectively the deputies of, and assistants to, the Director General;

(b) *(Omitted)*.

(c) State Directors of Labour, Deputy State Directors of Labour and Assistant State Directors of Labour, who shall be deputies of, or assistants to, the State Directors of Labour;

(d) Labour Officers, who shall be appointed for a State or for such district or area thereof as the Yang di-Pertuan Agong may specify.

[Am.
Act A360.]

(3) Subject to such limitations, if any, as may be prescribed by regulations made under this Act, any officer appointed under subsection (2) shall perform all the duties imposed and may exercise all the powers conferred upon the Director General by this Act, and every duty so performed and power so exercised shall be deemed to have been duly performed and exercised for the purposes of this Act.

Appeals.

4. Any person affected by any decision or order, other than an order under section 69 or section 73, given or made by an officer appointed under section 3 (2), may, if he is dissatisfied with such decision or order, within fourteen days of such decision or order being communicated to him appeal in writing therefrom to the Director General.

5. Nothing in this Act shall be construed as relieving any person who has entered into a contract of service, either as the employer or as the person employed, of any duty or liability imposed upon him by the provisions of any other written law for the time being in force in Malaysia or any part thereof or to limit any power which may be exercised by any public officer or any right conferred upon any such person as aforesaid under or by virtue of any such written law.

Effect on Act of other written laws.

PART II

CONTRACTS OF SERVICE

6. Every agreement lawfully entered into between an employer and an employee before the coming into force of this Act shall if it is still legally binding upon the parties continue in force for such period as may be specified in the agreement and the parties thereto shall be subject to, and shall be entitled to the benefits of, this Act.

Saving of existing contracts. [Sub. Act A360.]

7. Subject to section 7A, any term or condition of a contract of service or of an agreement, whether such contract or agreement was entered into before or after the coming into force of this Act, which provides a term or condition of service which is less favourable to an employee than a term or condition of service prescribed by this Act or any regulations, order or other subsidiary legislation whatsoever made thereunder shall be void and of no effect to that extent and the more favourable provisions of this Act or any regulations, order or other subsidiary legislation whatsoever made thereunder shall be substituted therefor.

More favourable conditions of service under the Act to prevail. [Sub. Act A360; Am. Act A497.]

7A. Subject to any express prohibition under this Act or any regulations, order or other subsidiary legislation whatsoever made thereunder, nothing in section 7 shall be construed as preventing an employer and an employee from agreeing to any term or condition of service under which an employee is employed, or shall render invalid any term or condition of service stipulated in any collective agreement or in any award of the Industrial Court, which is more favourable to the employee than the provisions of this Act or any regulations, order, or other subsidiary legislation whatsoever made thereunder.

Validity of any term or condition of service which is more favourable. [Sub. Act A497.]

Removal of doubt in respect of matters not provided for by or under this Act.
[Ins. Act A497.]

7B. For the removal of doubt it is hereby declared that if no provision is made in respect of any matter under this Act or any subsidiary legislation made thereunder, or if no regulations, order or other subsidiary legislation has been made on any matter in respect of which regulations, or an order or other subsidiary legislation may be made under this Act, it shall not be construed as preventing such matter from being provided for in a contract of service, or from being negotiated upon between an employer and an employee.

Contracts of service not to restrict rights of employees to join, participate in or organize trade unions.
[Am. Act A360.]

8. Nothing in any contract of service shall in any manner restrict the right of any employee who is a party to such contract—

- (a) to join a registered trade union;
- (b) to participate in the activities of a registered trade union, whether as an officer of such union or otherwise; or
- (c) to associate with any other persons for the purpose of organising a trade union in accordance with the Trade Unions Act 1959.

Act 262.

9. (Repealed).

Contracts to be in writing and to include provision for termination.
[Am. Act A360.]

10. (1) A contract of service for a specified period of time exceeding one month or for the performance of a specified piece of work, where the time reasonably required for the completion of the work exceeds or may exceed one month, shall be in writing.

(2) In every written contract of service a clause shall be included setting out the manner in which such contract may be terminated by either party in accordance with this Part.

Provision as to termination of contracts.

11. (1) A contract of service for a specified period of time or for the performance of a specified piece of work shall, unless otherwise terminated in accordance with this Part, terminate when the period of time for which such contract was made has expired or when the piece of work specified in such contract has been completed.

(2) A contract of service for an unspecified period of time shall continue in force until terminated in accordance with this Part.

12. (1) Either party to a contract of service may at any time give to the other party notice of his intention to terminate such contract of service. Notice of termination of contract.

(2) The length of such notice shall be the same for both employer and employee and shall be determined by a provision made in writing for such notice in the terms of the contract of service, or, in the absence of such provision in writing, shall not be less than— [Sub. Act 4497.]

- (a) four weeks' notice if the employee has been so employed for less than two years on the date on which the notice is given;
- (b) six weeks' notice if he has been so employed for two years or more but less than five years on such date;
- (c) eight weeks' notice if he has been so employed for five years or more on such date:

Provided that this section shall not be taken to prevent either party from waiving his right to a notice under this subsection.

(3) Notwithstanding anything contained in subsection (2), where the termination of service of the employee is attributable wholly or mainly to the fact that— [Sub. Act 4497.]

- (a) the employer has ceased, or intends to cease to carry on the business for the purposes of which the employee was employed;
- (b) the employer has ceased or intends to cease to carry on the business in the place at which the employee was contracted to work;
- (c) the requirements of that business for the employee to carry out work of a particular kind have ceased or diminished or are expected to cease or diminish;
- (d) the requirements of that business for the employee to carry out work of a particular kind in the place at which he was contracted to work have ceased or diminished or are expected to cease or diminish;
- (e) the employee has refused to accept his transfer to any other place of employment, unless his contract of service requires him to accept such transfer; or

- (f) a change has occurred in the ownership of the business for the purpose of which an employee is employed or of a part of such business, regardless of whether the change occurs by virtue of a sale or other disposition or by operation of law,

the employee shall be entitled to, and the employer shall give to the employee, notice of termination of service, and the length of such notice shall be not less than that provided under subsection (2) (a), (b) or (c), as the case may be, regardless of anything to the contrary contained in the contract of service.

(4) Such notice shall be written and may be given at any time, and the day on which the notice is given shall be included in the period of the notice.

Termination
of contract
without
notice.

[Am.
Act A360;
Act A497.]

13. (1) Either party to a contract of service may terminate such contract of service without notice or, if notice has already been given in accordance with section 12, without waiting for the expiry of that notice, by paying to the other party an indemnity of a sum equal to the amount of wages which would have accrued to the employee during the term of such notice or during the unexpired term of such notice.

(2) Either party to a contract of service may terminate such contract of service without notice in the event of any wilful breach by the other party of a condition of the contract of service.

Termination
of contract
for special
reasons.

[Am.
Act A360;
Act A497.]

14. (1) An employer may, on the grounds of misconduct inconsistent with the fulfilment of the express or implied conditions of his service, after due inquiry—

- (a) dismiss without notice the employee;
- (b) downgrade the employee; or
- (c) suspend him from work without payment of wages for a period not exceeding one week.

[Am.
Act A360;
Act A497.]

(2) For the purposes of an inquiry under subsection (1), the employer may suspend the employee from work for a period not exceeding two weeks but shall pay him not less than half his wages for such period:

Provided that if the inquiry does not disclose any misconduct on the part of the employee the employer

shall forthwith restore to the employee the full amount of wages so withheld.

(3) An employee may terminate his contract of service with his employer without notice where he or his dependants are immediately threatened by danger to the person by violence or disease such as such employee did not by his contract of service undertake to run. [Am. Act A360.]

15. (1) An employer shall be deemed to have broken his contract of service with the employee if he fails to pay wages in accordance with Part III. When contract is deemed to be broken by employer and employee.

(2) An employee shall be deemed to have broken his contract of service with the employer if he has been continuously absent from work for more than two consecutive working days without prior leave from his employer, unless he has a reasonable excuse for such absence and has informed or attempted to inform his employer of such excuse prior to or at the earliest opportunity during such absence. [Am. Act A360; Sub. Act A497.]

16. (1) Where an employee is employed in any agricultural undertaking on an estate on a contract of service under which he earns wages calculated by reference to the number of days' work performed in each month of his service, his employer shall be bound either to provide him with work suitable to his capacity on not less than twenty-four days in each month during the whole of which he is so employed, or if the employer is unable or fails to provide work on twenty-four days in each month whereon the employee is willing and fit to work, the employer shall nevertheless be bound to pay to the employee in respect of each of such days wages at the same rate as if such employee had performed a day's work: Employees on estates to be provided with minimum number of days' work in each month. [Am. Act A360.]

Provided that any dispute as to whether an employee was willing or fit to work shall be referred to the Director General for his decision:

Provided further that in computing twenty-four days for the purposes of this subsection account shall not be taken of more than six days in any week.

(2) A contract of service shall be deemed to be broken by an employer if he fails to provide work or pay wages in accordance with subsection (1).

17. (Omitted).

Apprentice-
ship
contracts
excluded
from
sections 10
to 16.
[Am.
Act A360.]

17A. Sections 10 to 16 shall not apply to apprenticeship contracts which are in a form approved by and of which a copy has been filed with the Director General.

PART III

PAYMENT OF WAGES

Wage
period.

18. (1) A contract of service may specify wage periods not exceeding one month.

(2) If in any contract of service no wage period is specified the wage period shall for the purposes of the contract be deemed to be one month.

Time of
payment
of wages.
[Am.
Act A360.]

19. Every employer shall pay to each of his employees not later than the seventh day after the last day of any wage period the wages, less lawful deductions, earned by such employee during such wage period:

Provided that if the Director General is satisfied that payment within such time is not reasonably practicable, he may, on the application of the employer, extend the time of payment by such number of days as he thinks fit.

Payment
on normal
termination
of contract.
[Am.
Act A360;
Act A497.]

20. The wages, less lawful deductions, earned by but not yet paid to an employee whose contract of service terminates in accordance with section 11 (1) or of section 12 shall be paid to such employee not later than the day on which such contract of service so terminates.

Payment on
termination
of contract
in special
circum-
stances and
on breach
of contract.
[Sub.
Act A497.]

21. (1) Where an employer terminates the contract of service of an employee without notice in accordance with section 13 (1) or (2) and section 14 (1) (a)—

(a) the wages, less any deductions which the employer is entitled to make under section 24, earned by such employee up to and including the day immediately preceding the day on which the termination of the contract of service takes effect; and

(b) in addition, where the employer terminates the contract of service under section 13 (1), the indemnity payable to the employee under that subsection,

shall be paid by the employer to the employee not later than the day on which such contract of service is so terminated.

(2) Where an employee terminates his contract of service with an employer without notice in accordance with section 13 (1) or (2) or section 14 (3), the wages, less any deductions which the employer is entitled to make under section 24, earned by such employee up to and including the day immediately preceding the day on which the termination of the contract of service takes effect shall be paid by the employer to the employee not later than the third day after the day on which the contract of service is so terminated. [Sub. Act A497.]

22. No employer shall during any one month make to an employee an advance or advances of wages not already earned by such employee which exceeds in the aggregate the amount of wages which the employee earned in the preceding month from his employment with such employer, or if he has not been so long in the employment of such employer, the amount which he is likely to earn in such employment during one month, unless such advance is made to the employee— Limitation on advances to employees. [Sub. Act A497.]

- (a) to enable him to purchase a house or to build or improve a house;
- (b) to enable him to purchase land;
- (c) to enable him to purchase livestock;
- (d) to enable him to purchase a motorcar, a motorcycle or a bicycle;
- (e) for any other purpose—
 - (i) in respect of which an application in writing is made by the employer to the Director General;
 - (ii) which is, in the opinion of the Director General, beneficial to the employee; and

(iii) which is approved in writing by the Director General, provided that in granting such approval, the Director General may make such modifications thereto or impose such conditions thereon as he may deem proper;

(f) for such other purpose as the Minister may, from time to time, by notification in the *Gazette*, specify either generally in respect of all employees, or only in respect of any particular employee, or any class, category or description of employees.

Wages not due for absence from work through imprisonment or attendance in court.
[Am. Act A360.]

23. Wages shall not become payable to or recoverable by any employee from his employer for or on account of the term of any sentence of imprisonment undergone by him or for any period spent by him in custody or for or on account of any period spent by him in going to or returning from prison or other place of custody or for or on account of any period spent by him in going to, attending before or returning from a court otherwise than as a witness on his employer's behalf.

PART IV

DEDUCTIONS FROM WAGES

Deductions to be of specified kinds only.
[Am. Act A360.]

24. (1) No deductions shall be made by an employer from the wages of an employee otherwise than in accordance with this Act.

(2) It shall be lawful to make deductions of the following kinds only—

(a) deductions made at the request in writing of the employee in respect of the payment to any registered trade union or co-operative thrift and loan society of any sums due by the employee to such trade union or society on account of subscriptions, entrance fees, instalments on loans, interest or other dues;

(b) deductions to the extent of any overpayment made during the immediately preceding three months by the employer to the employee by the employer's mistake;

- (c) deductions for the indemnity due to the employer by the employee under section 13 or section 15 (2); [Am. Act A360; Act A497.]
- (cc) deductions for the recovery of advances of wages made in accordance with section 22 provided no interest is charged on such advances; [Ins. Act A497.]
- (d) deductions authorized by any other written law;
- (e) deductions made with the prior permission in writing of the Director General, which may be given either specially in respect of deductions which may be made by a particular employer, or, a specified class or specified classes of employer or from the wages of a particular employee, or, a specified class or specified classes of employees or generally in respect of such deductions as the Director General may specify: [Am. Act A497.]

Provided that the Director General shall not permit any deduction other than a deduction to be made at the request in writing of the employee in respect of—

- (i) payments into any superannuation scheme, provident fund, employees' welfare scheme or thrift scheme established for the benefit of the employee;
- (ii) a payment or payments to a third party on behalf of the employee;
- (iia) repayments of advances of wages made to an employee under section 22 where interest is levied on such advances; [Ins. Act A497.]
- (iib) payments of interest levied on advances of wages made to an employee under section 22; [Ins. Act A497.]
- (iii) the rent of accommodation and the cost of services, food and meals provided by the employer to the employee at the employee's request or under the terms of his contract of service;

and provided further that the Director General shall not permit any such deduction unless he is

satisfied that the making of such payment or the provision of such accommodation, services, food or meals is for the benefit of the employee.

[Am.
Act A360.]

(3) Where an employee obtains foodstuffs, provisions or other goods on credit from a shop the business of which is carried on by a co-operative society registered under the Co-operative Societies Ordinance 1948, it shall be lawful for his employer, at the request in writing of such employee and in agreement with the manager of such co-operative shop to make deductions from the wages of such employee not exceeding the amount of such credit and to pay the amount of such deductions to the said manager in satisfaction of the employee's debt.

[Am.
Act A360.]

(4) The total of any amounts deducted under this section from the wages of an employee in respect of any one month shall not exceed fifty per centum of the wages earned by the employee during that month :

[Am.
Act A360.]

Provided that the limitation imposed by this subsection shall not apply to any deduction from the indemnity payable by an employer to an employee under section 13 or from the final payment of any wages due to any employee on the termination of his contract of service :

[Added
Act A360.]

Provided further that the limitation imposed by this subsection may, with the prior permission in writing of the Director General, be exceeded by an additional amount equivalent to not more than twenty-five per centum of the wages earned where such additional amount constitutes any repayment of a housing loan, wholly or in part.

PART V

RELATING TO THE TRUCK SYSTEM

Wages to be
paid in legal
tender.

[Am.
Act A360.]

25. (1) Except as otherwise expressly permitted by this Act, the entire amount of the wages earned by, or payable to, any employee in respect of any work done by him shall be actually paid to him in legal tender, and every payment of, or on account of, any such wages made in any other form shall be illegal, null and void.

(2) Every employee shall be entitled to recover in the courts or before the Director General acting under section 69 so much of his wages, exclusive of sums lawfully deducted under Part IV, as shall not have been actually paid to him in legal tender or paid to him by any of the ways under section 25A.

25A. (1) Nothing in section 25 (1) shall operate so as to render unlawful or invalid any payment of wages by the employer to the employee with the employee's written consent in any of the following ways—

Payment
of wages
through
bank.
[Am.
Act A360.]

- (a) payment into an account at a bank in any part of Malaysia being an account in the name of the employee or an account in the name of the employee jointly with one or more other persons;
- (b) payment by cheque made payable to or to the order of the employee.

(2) The consent of the employee under this section may be withdrawn by him at any time by notice in writing given to the employer. Such notice shall take effect at but not before the end of the period of four weeks beginning with the day on which the notice is given.

26. No employer shall impose any condition in any contract of service as to the place at which, or the manner in which, or the person with whom, any wages paid to the employee are to be expended and any such condition in a contract of service shall be void and of no effect.

Conditions
restricting
place at
which,
manner in
which and
person with
whom wages
paid to be
spent,
illegal.
[Am.
Act A360.]

27. No employer shall—

- (a) make any deduction; or
- (b) receive any payment,

Interest on
advances
forbidden.
[Sub.
Act A497.]

from any employee by way of discount, interest or any similar charge on account of any advance or advances of wages made to an employee in anticipation of the regular date for the payment of wages, where such advance or advances do not exceed in the aggregate one month's wages.

Restriction on places at which wages may be paid.
[Am. Act A360.]

28. No employer shall pay wages to employees in taverns or other similar establishments or in places of amusement or in shops or stores for the retail sale of merchandise except in the case of employees employed therein.

Remuneration other than wages.
[Am. Act A360; Act A497.]

29. (1) Nothing in this Part shall render illegal a contract of service with an employee under which the employer agrees to provide the employee with house accommodation, food, fuel, light, water, medical attendance, or any approved amenity or approved service in addition to wages but no employer shall provide any employee with any intoxicating liquor as part of the terms of a contract of service.

[Ins. Act A497.]

(2) The Director General may, on application made to him in writing by an employer, approve in writing any amenity or service as an approved amenity or approved service, and in granting such approval the Director General may make such modifications thereto or impose such conditions thereon as he may deem proper.

[Ins. Act A497.]

(3) Any person who is dissatisfied with any decision of the Director General under subsection (2) may, within thirty days of such decision being communicated to him, appeal in writing therefrom to the Minister.

[Ins. Act A497.]

(4) On any appeal made to him under subsection (3), the Minister may make such decision or order thereon as appears just, and such decision or order shall be final.

Shop established by employers for sale of goods to employees.
[Am. Act A360.]

30. (1) Any employer may, with the approval in writing of the Director General, which shall be subject to such conditions as the Director General may think fit to impose and which the Director General may at any time revoke, establish and maintain upon any place of employment where his employees are working or upon any land owned or occupied by him in connection with any undertaking in which any employees are employed by him, a shop in which foodstuffs, provisions and other goods, or, subject to the provisions of any written law relating to excise, fermented toddy may be sold to such employees:

Provided that no intoxicating liquor or fermented toddy may be sold to any employee in any such shop

except on payment by the employee of the full price of such liquor or toddy in cash.

(2) No employer shall establish or keep, or permit to be established or kept, on any place of employment where his employees are working or upon any land owned or occupied by him in connection with any undertaking in which any employees are employed by him, a shop for the sale of foodstuffs, provisions or other goods, intoxicating liquor or fermented toddy to his employees otherwise than in accordance with this section.

PART VI

PRIORITY OF WAGES

31. Where by order of a court made upon the application of any person holding a mortgage, charge, lien or decree (hereinafter referred to as "the secured creditor") the property of any person (hereinafter referred to as "the person liable") liable under any of the provisions of this Act to pay the wages due to any employee or to pay money due to any sub-contractor for labour is sold, or any money due to the person liable is attached or garnished, the court shall not authorize payment of the proceeds of the sale, or of the money so attached or garnished, to the secured creditor until the court shall have ascertained and caused to be paid, out of such proceeds or money, the wages of such employee, or the money due to any sub-contractor for labour under a contract between him and the person liable, which the person liable was liable to pay at the date of such sale, attachment or garnishment:

Priority of wages over other debts.
[Am. Act A360.]

Provided that this section shall only apply to the sale of a place of employment on which—

- (a) any employee to whom wages are due as aforesaid;
- (b) any employee to whom wages are due by such sub-contractor for labour as aforesaid;
- (c) any sub-contractor for labour to whom money is owed on account of the sub-contract by the sub-contractor for labour as aforesaid,

was employed or worked at the time when such wages were earned or such money accrued due, and to the

proceeds of the sale of any products of such place of employment and of any movable property therein used in connection with such employment and to any money due to the person liable on account of work performed by such employee or sub-contractor for labour or derived from the sale of the products of such work :

Provided further that—

- (a) where the person liable is an employer the total amount of the wages of any employee to which priority over the claim of a secured creditor is given by this section shall not exceed the amount due by the employer to the employee as wages for any two consecutive months' work;
- (b) where the person liable is a principal and where the wages are claimed from such principal under section 33 the total amount of the wages of any employees to which priority over the claim of a secured creditor is given by this section shall not exceed the amount due by the principal to the contractor at the date of the sale, attachment or garnishment unless the contractor is also a sub-contractor for labour;
- (c) where the person liable is a contractor or sub-contractor who owes money to a sub-contractor for labour the total amount due to such sub-contractor for labour to which priority over the claim of a secured creditor is given by this section shall not exceed the amount due by such sub-contractor for labour to his employees (including any further sub-contractors for labour under such first-mentioned sub-contractor for labour) for any two consecutive months' work.

Reference
by the
court to
Director
General.
[Am.
Act A360.]

32. (1) For the purposes of ascertaining the amount due to any employee or sub-contractor for labour under section 31, the court may refer the question to the Director General with a request that he hold an inquiry thereinto and forward his findings in respect thereof to the court, and the Director General shall comply with any such request.

(2) For the purpose of any inquiry under subsection (1) the Director General shall have all the powers conferred upon him by section 70 (f) and section 80 shall have effect as if the inquiry were being held under section 69.

PART VII

CONTRACTORS AND PRINCIPALS

33. (1) Where a principal in the course of or for the purposes of his trade or business, contracts with a contractor for the execution by or under the contractor of the whole or any part of any work undertaken by the principal, and any wages are due to any employee by the contractor or any sub-contractor under the contractor for work done in the course of the performance of the contract, the principal and the contractor and any such sub-contractor (not being the employer) shall be jointly and severally liable with the employer to pay such wages as if that employee had been immediately employed by the principal and by the contractor and any such sub-contractor:

Liability of
principals
and
contractors
for wages.
[Am.
Act A360.]

Provided that—

- (a) in the case of a contract for constructional work the principal shall not be liable for the payment of wages under this subsection unless he is also a constructional contractor or a housing developer; [Am. Act A360.]
- (b) the principal, and the contractor and any sub-contractor (not being the employer), shall not be liable to any employee under this subsection for more than the wages due to him for any one month; and
- (c) the employee shall have instituted proceedings against the principal for the recovery of his wages or made a complaint to the Director General under Part XV within ninety days from the date on which such wages became due for payment by his employer in accordance with the provisions for the payment of wages contained in Part III.

(2) Any person, other than the employer, who has paid wages under this section to the employee of any employer may institute civil proceedings against such employer for the recovery of the amount of wages so paid.

PART VIII

EMPLOYMENT OF WOMEN

Prohibition
of night
work.
[Am.
Act A360.]

34. (1) Except in accordance with regulations made under this Act or any exemption granted under the proviso to this subsection no female employee shall work in any industrial or agricultural undertaking between the hours of ten o'clock in the evening and five o'clock in the morning nor commence work for the day without having had a period of eleven consecutive hours free from such work :

[Ins.
Act A360.]

Provided that the Director General may, on application made to him in any particular case, exempt in writing any female employee or class of female employees from any restriction in this subsection, subject to any conditions he may impose.

[Ins.
Act A360.]

(2) Any person—

(a) who is affected by any decision made or condition imposed under the proviso to subsection (1); and

(b) who is dissatisfied with such decision or condition,

may within thirty days of such decision or condition being communicated to him appeal in writing therefrom to the Minister.

[Ins.
Act A360.]

(3) In deciding any appeal made to him under subsection (2), the Minister may make such decision or order thereon, including the alteration or removal of any condition imposed or the imposition of any further condition, as appears just and such decision or order shall be final.

35. No female employee shall be employed in any underground working.

Prohibition of underground work.

[Am. Act A360.]

36. Notwithstanding the provisions of this Part the Minister may by order prohibit or permit the employment of female employees in such circumstances or under such conditions as may be described in such order.

Prohibition of employment by Minister.

[Am. Act A360.]

PART IX

[Sub. Act A360.]

MATERNITY PROTECTION

37. (1) (a) Every female employee shall be entitled to maternity leave for a period of not less than sixty consecutive days (also referred to in this Part as the eligible period) in respect of each confinement and, subject to this Part, she shall be entitled to receive from her employer a maternity allowance to be calculated or prescribed as provided in subsection (2) in respect of the eligible period.

Length of eligible period and entitlement to maternity allowance.

[Am. Act A497.]

(b) Subject to section 40, maternity leave shall not commence earlier than a period of thirty days immediately preceding the confinement of a female employee or later than the day immediately following her confinement:

[Am. Act A479.]

Provided that where a medical officer or the registered medical practitioner appointed by the employer certifies that the female employee as a result of her advanced state of pregnancy is unable to perform her duties satisfactorily, the employee may be required to commence her maternity leave at any time during a period of fourteen days preceding the date of her confinement as determined in advance by the medical officer or the registered medical practitioner appointed by the employer.

[Ins. Act A497.]

(bb) Where a female employee abstains from work to commence her maternity leave on a date earlier than the period of thirty days immediately preceding her confinement, such abstention shall not be treated as maternity leave and she shall not be entitled to any

[Ins. Act A497.]

maternity allowance in respect of the days during which she abstains from work in excess of the period of thirty days immediately preceding her confinement.

(c) Notwithstanding paragraph (a), a female employee shall not be entitled to any maternity allowance if at the time of her confinement she has three or more surviving children.

(d) For the purposes of this Part, "children" means all natural children, irrespective of age.

(2) Every female employee who at any time during the four months immediately preceding her confinement was employed by an employer by whom she had been employed for a period of, or periods amounting in the aggregate to, not less than ninety days during the nine months immediately preceding her confinement shall be entitled to receive from such employer for each day of the eligible period a maternity allowance at her ordinary rate of pay for one day, or at the rate prescribed by the Minister pursuant to section 102 (2) (c), whichever is the greater:

[Ins.
Act A497.]

Provided that a female employee employed on a monthly rate of pay shall be deemed to have received her maternity allowance if she continues to receive her monthly wages during her abstention from work during the eligible period without abatement in respect of such abstention;

[Am.
Act A497.]

And provided further that where a female employee claims the maternity allowance under this section from more than one employer, she shall not be entitled to receive an amount exceeding in the aggregate the amount which she would be entitled to receive if her claim was made against one employer only.

(3) Where there are more employers than one from whom the female employee would be entitled to claim maternity allowance in accordance with subsection (2) the employer who pays the maternity allowance shall be entitled to recover from such other employer, as a civil debt, a contribution which shall bear the same proportion to the amount of the maternity allowance paid to the female employee as the number of days on which she worked for such other employer during the

EMPLOYMENT

35

period of nine months immediately preceding her confinement bears to the total number of days on which she worked during the said period :

Provided that if the female employee has failed to comply with section 40 (1) or (2), the employer who pays the maternity allowance shall not thereby be prevented from recovering contribution calculated in accordance with this subsection.

38. The maternity allowance referred to in section 37 (2) and accruing in each wage period under the contract of service of the female employee shall be paid in the same manner as if such allowance were wages earned during such wage period as provided in section 19.

Payment of
maternity
allowance.

39. If a female employee, after giving notice to her employer that she expects to be confined, commences her maternity leave and dies from any cause during the eligible period, her employer or any employer who would have been, but for the death of the female employee, liable to pay any maternity allowance shall pay to the person nominated by her under section 41 or, if there is no such person, to her legal personal representative, an allowance at the rate calculated or prescribed as provided in section 37 (2) from the day she commenced her maternity leave to the day immediately preceding her death.

Payment of
allowance
to nominee
on death
of female
employee.
[Am.
Act A497.]

40. (1) A female employee who is about to leave her employment and who knows or has reason to believe that she will be confined within four months from the date upon which she leaves shall before leaving her employment notify her employer of her pregnancy and if she fails so to do, she shall not be entitled to receive any maternity allowance from such employer.

Loss of
maternity
allowance
for failure
to notify
employer.

(2) A female employee shall within a period of sixty days immediately preceding her expected confinement notify her employer of it and the date from which she intends to commence her maternity leave and if she commences such leave without so notifying her employer, the payment of maternity allowance to her may be suspended, notwithstanding section 38, until such notice is given to her employer.

(3) Any employer who dismisses a female employee from her employment during the period in which she is entitled to maternity leave shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding two thousand ringgit.

(4) Any female employee whose employer provides free medical treatment for his employees and who when she is pregnant persistently refuses or fails to submit to such medical treatment offered free by her employer as a registered medical practitioner certifies to be necessary or desirable in connection with her pregnancy, expected confinement or confinement shall, if she would otherwise be entitled to receive any maternity allowance, forfeit such allowance to the extent of seven days.

(5) The want of or any defect or inaccuracy in any notice required to be given in accordance with this section shall not be a bar to the maintenance of any claim to maternity allowance unless the employer is proved to have been prejudiced by the want, defect or inaccuracy of such notice.

(6) The failure to give any such notice within the period specified in this section shall not prejudice the right of a female employee to receive any maternity allowance if it is found that the failure was occasioned by mistake or other reasonable cause:

Provided that any dispute as to whether such failure was occasioned by mistake or other reasonable cause shall be referred under section 69 to the Director General for his decision.

(7) Notice to an employer or, if there is more than one employer, to one of such employers, may be given either in writing or orally or to the foreman or other person under whose supervision the female employee was employed or to any person designated for the purpose by the employer.

Payment of
allowance
to nominee.

41. A female employee may nominate some other person to whom the maternity allowance may be paid on her behalf and any payment of the maternity allowance made to the person so nominated shall, for the purposes of this Act, be deemed to be a payment to the female employee herself.

42. (1) Where a female employee remains absent from her work after the expiration of the eligible period as a result of illness certified by a registered medical practitioner to arise out of her pregnancy and confinement and to render her unfit for her work, it shall be an offence, until her absence exceeds a period of ninety days after the expiration of the eligible period, for her employer to terminate her services or give her notice of termination of service.

Restriction on dismissal of female employee after eligible period.
[Am. Act 1497.]

(2) Subject to subsection (1), where a female employee is dismissed from her employment with wages in lieu of notice at any time during the period of four months immediately preceding her confinement, she shall, in computing the period of her employment for the purposes of this Part, be deemed to have been employed as if she had been given due notice instead of wages in lieu thereof.

43. Any condition in a contract of service whereby a female employee relinquishes or is deemed to relinquish any right under this Part shall be void and of no effect and the right conferred under this Part shall be deemed to be substituted for such condition.

Conditions contrary to Part void.

44. Every employer shall keep a register, in a form to be prescribed by the Minister by regulations made under this Act, of all payments made to female employees under this Part and of such other matters incidental thereto as may be prescribed by such regulations.

Register of allowances paid.

44A. (Omitted).

PART X

EMPLOYMENT OF CHILDREN AND YOUNG PERSONS

45-56. (Repealed).

PART XI

DOMESTIC SERVANTS

57. Subject to any express provision to the contrary contained therein, a contract to employ and to serve as a domestic servant may be terminated either by the person employing the domestic servant or by the domestic servant giving the other party fourteen days' notice of his intention to terminate the contract, or by the paying of an indemnity equivalent to the wages

Termination of contract.

which the domestic servant would have earned in fourteen days:

Provided that any such contract may be terminated by either party without notice and without the paying of an indemnity on the ground of conduct by the other party inconsistent with the terms and conditions of the contract.

PART XII

REST DAYS, HOURS OF WORK, HOLIDAYS AND OTHER CONDITIONS OF SERVICE

58. (*Omitted*).

Non-application of Part XII.

58A. This Part shall not apply to any term or condition of service which is provided for in any collective agreement entered into before the coming into operation of this Part and taken cognizance of by the Industrial Court or in any award made by the Industrial Court while such collective agreement or award remains in force.

Rest day. [Sub. Act A497.]

59. (1) Every employee shall be allowed in each week a rest day of one whole day as may be determined from time to time by the employer, and where an employee is allowed more than one rest day in a week the second of such rest days shall be the rest day for the purposes of this Part:

F.M. 85/52. Act 4.

Provided that this subsection shall not apply during the period in which the employee is on maternity leave as provided under section 37, or on sick leave as provided under section 60F, or during the period of temporary disablement under the Workmen's Compensation Ordinance 1952, or under the Employees Social Security Act 1969.

[Added Act A360.]

(1A) Notwithstanding subsection (1) and the interpretation of the expression "day" in section 2 (1), in the case of an employee engaged in shift work any continuous period of not less than thirty hours shall constitute a rest day.

[Sub. Act A497.]

(2) The employer shall prepare a roster before the commencement of the month in which the rest days fall informing the employee of the days appointed to be his rest days therein, and where the same day in each

week has been appointed as the rest day for all employees in the place of employment, the employer may, in lieu of preparing a roster, display a notice at a conspicuous place in the place of employment informing the employee of the fixed rest day so appointed.

(3) Every such roster and every particular recorded therein shall be preserved and shall be made available for inspection for a period not exceeding six years from the last day of the month in respect of which the roster was prepared or cause to be prepared. [Ins.
Act A360.]

(4) Any employer who contravenes any of the provisions of this section shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding two thousand ringgit. [Ins.
Act A360.]

60. (1) Except as provided in section 60A (2), no employee shall be compelled to work on a rest day unless he is engaged in work which by reason of its nature requires to be carried on continuously or continually by two or more shifts: Work on
rest day.
[Am.
Act A360;
Act A497.]

Provided that in the event of any dispute the Director General shall have power to decide whether or not an employee is engaged in work which by reason of its nature requires to be carried on continuously or continually by two or more shifts.

(2) *(Omitted).*

(3) (a) In the case of an employee employed on a daily, hourly or other similar rate of pay who works on a rest day, he shall be paid for any period of work— [Sub.
Act A360.]
[Am.
Act A497.]

(i) which does not exceed half his normal hours of work, one day's wages at the ordinary rate of pay; or

(ii) which is more than half but does not exceed his normal hours of work, two days' wages at the ordinary rate of pay.

(b) In the case of an employee employed on a monthly rate of pay who works on a rest day, he shall be paid for any period of work—

(i) which does not exceed half his normal hours of work, wages equivalent to half the ordinary rate of pay for work done on that day; or

- (ii) which is more than half but which does not exceed his normal hours of work, one day's wages at the ordinary rate of pay for work done on that day.

[Am.
Act A479.]

(c) For any work carried out in excess of the normal hours of work on a rest day by an employee mentioned in paragraph (a) or (b), he shall be paid at a rate which is not less than three times his hourly rate of pay.

(d) In the case of an employee employed on piece rates who works on a rest day, he shall be paid twice his ordinary rate per piece.

Hours of
work.
[Am.
Act A360;
Act A497.]
[Sub.
Act A497.]

60A. (1) Except as hereinafter provided, an employee shall not be required under his contract of service to work—

- (a) more than five consecutive hours without a period of leisure of not less than thirty minutes duration;
- (b) more than eight hours in one day;
- (c) in excess of a spread over period of ten hours in one day;
- (d) more than forty-eight hours in one week :

[Ins.
Act A497.]

Provided that—

- (i) an employee who is engaged in work which must be carried on continuously and which requires his continual attendance may be required to work for eight consecutive hours inclusive of a period or periods of not less than forty-five minutes in the aggregate during which he shall have the opportunity to have a meal; and
- (ii) where, by agreement under the contract of service between the employee and the employer, the number of hours of work on one or more days of the week is less than eight, the limit of eight hours may be exceeded on the remaining days of the week, but so that no employee shall be required to work for more than nine hours in one day or forty-eight hours in one week.

(1A) Notwithstanding subsection (1) (c), where the spread over period of work of any employee is less than ten hours upon the commencement of the Employment (Amendment) Act 1980, the employer of such employee shall not increase such spread over period of work : [Ins.
Act A497.]
Act A497.

Provided that the Director General may, on the written application of such employer, grant written permission to the employer to enter into a contract of service with any one or more of his employees, or with any class, category or description of his employees, requiring the employee or employees, or the class, category or description of employees, as the case may be, to work in accordance with subsection (1) (b) and (c), if the Director General is satisfied that there are special circumstances pertaining to the business or undertaking of the employer which renders it necessary or expedient to grant such permission.

(1B) For the purposes of subsection (1A), "spread over period of work" means a continuous period reckoned from the time the employee commences work for the day up to the time that he ceases work for that day, inclusive of any period or periods of leisure, rest or break within such continuous period. [Ins.
Act A497.]

(2) An employee may be required by his employer to exceed the limit of hours prescribed in subsection (1) and to work on a rest day, in the case of— [Am.
Act A360;
Act A497.]

- (a) accident, actual or threatened, in or with respect to his place of work;
- (b) work, the performance of which is essential to the life of the community;
- (c) work essential for the defence or security of Malaysia; [Am.
Act A497.]
- (d) urgent work to be done to machinery or plant;
- (e) an interruption of work which it was impossible to foresee; or
- (f) work to be performed by employees in any industrial undertaking essential to the economy of Malaysia or any essential service as defined in the Industrial Relations Act 1967: Act 177.

Provided that the Director General shall have the power to enquire into and decide whether or not the

employer is justified in calling upon the employee to work in the circumstances specified in paragraphs (a) to (f).

[Sub.
Act A360.]

(3) (a) For any overtime work carried out in excess of the normal hours of work, the employee shall be paid at a rate not less than one and half times his hourly rate of pay irrespective of the basis on which his rate of pay is fixed.

[Sub.
Act A497.]

(b) In this section "overtime" means the number of hours of work carried out in excess of the normal hours of work per day:

Provided that if any work is carried out after the spread over period of ten hours, the whole period beginning from the time that the said spread over period ends up to the time that the employee ceases work for the day shall be deemed to be overtime.

(c) For the purposes of this section, section 60, section 60D (3) (a) and section 60I, "normal hours of work" means the number of hours of work as agreed between an employer and an employee in the contract of service to be the usual hours of work per day and such hours of work shall not exceed the limits of hours prescribed in subsection (1).

[Sub.
Act A497.]

(4) (a) No employer shall require or permit an employee to work overtime exceeding such limit as may be prescribed by the Minister from time to time by regulations made under this Act, and the regulations so made may provide different limits for different classes, categories or descriptions of employees, and such regulations may also provide for such classes, categories or description of employees, as may be specified, to be excluded from their application:

Provided that any work carried out on a rest day, or any of the ten gazetted public holidays referred to in section 60D (1). or on any paid holiday substituted therefor under section 60D, shall not be construed as overtime work for the purposes of this subsection;

And provided further that the Director General may, on application made to him in writing by an employer or by an employee or a group of employees, permit any particular employee, or any group, class, category or

description of employees in any particular industry, undertaking or establishment to work overtime in excess of the limit of hours so prescribed, subject to such conditions, if any, as he may deem proper to impose.

(aa) Any person who is dissatisfied with any decision of the Director General made under paragraph (a) may, within thirty days of such decision being communicated to him, appeal in writing therefrom to the Minister.

(ab) In deciding any appeal made to him under paragraph (aa), the Minister may make such decision or order thereon as appears just and such decision or order shall be final.

(b) For the purposes of the restriction on overtime under this subsection "overtime" shall have the meaning assigned thereto in subsection (3) (b).

(5) (*Omitted*).

(6) The Minister may make regulations for the purpose of calculating the payment due for overtime to an employee employed on piece rates.

(7) Except in the circumstances described in subsection (2) (a), (b), (c), (d) and (e), no employee shall under any circumstances work for more than twelve hours in any one day.

(8) This section shall not apply to employees engaged in work which by its nature involves long hours of inactive or stand-by employment.

(9) For the purposes of this Part "hours of work" means the time during which an employee is at the disposal of the employer and is not free to dispose of his own time and movements.

60B. Nothing contained in this Part shall prevent any employer from agreeing with any employee that the wages of such employee shall be paid at an agreed rate in accordance with the task, that is, the specific amount of work to be performed, and not by the day or by the piece.

Task work.
[Am.
Act A360.]

Shift work.
[Am.
Act A360;
Act A497.]

60C. (1) Notwithstanding section 60A (1) (b) and (d), but subject to subsection (1) (a) thereof, an employee who is engaged under his contract of service in shift work may be required by his employer to work more than eight hours in any one day or more than forty-eight hours in any one week but the average number of hours worked over any period of three weeks shall not exceed forty-eight per week.

[Am.
Act A497.]

(2) Except in the circumstances described in section 60A (2) (a), (b), (c), (d) and (e), no employee who is engaged under this contract of service in shift work shall work for more than twelve hours in any one day.

(3) (Omitted).

Holidays.
[Sub.
Act A497.]

60D. (1) Every employee shall be entitled to a paid holiday at his ordinary rate of pay on ten gazetted public holidays in any one calendar year, four of which shall be—

- (a) the National Day;
- (b) the Birthday of the Yang di-Pertuan Agong;
- (c) the Birthday of the Ruler or the Yang di-Pertua Negeri, as the case may be, of the State in which the employee wholly or mainly works under his contract of service, or the Federal Territory Day, if the employee wholly or mainly works in the Federal Territory; and
- (d) the Workers' Celebration Day:

Provided that if any of the said ten gazetted public holidays falls on a rest day the working day following immediately thereafter shall be a paid holiday in substitution therefor.

[Ins.
Act A497.]

(1A) The employer shall exhibit conspicuously at the place of employment before the commencement of each calendar year a notice specifying the remaining six gazetted public holidays in respect of which his employees shall be entitled to paid holidays:

Provided that by agreement between the employer and an employee any other day or days may be substituted for one or more of the said remaining six gazetted public holidays.

(1B) Where any of the said ten gazetted public holidays ^[Ins. Act A497.] or any other day substituted therefor as provided in subsection (1) or (1A) falls within the period during which an employee is on maternity leave, sick leave or annual leave to which the employee is entitled under this Act, or falls during the period of temporary disablement under the Workmen's Compensation Ordinance, 1952, or under the Employees Social Security Act, 1969, the employer shall grant another day as a paid holiday in substitution for such public holiday or the day substituted therefor. ^{F.M. 85/52. Act 4.}

(2) Any employee who absents himself from work ^[Sub. Act A497.] on the working day immediately preceding or immediately succeeding a public holiday or two or more consecutive public holidays or any day or days substituted therefor under this section without the prior consent of his employer shall not be entitled to any holiday pay for such holiday or consecutive holidays unless he has a reasonable excuse for such absence.

(2A) An employee on a monthly rate of pay shall be ^[Ins. Act A497.] deemed to have received his holiday pay if he receives from his employer his monthly wages, without abatement (other than as provided under subsection (2)) in respect of the holiday, for the month in which the holiday falls.

(3) (a) Notwithstanding subsections (1), (1A) and (1B), ^[Sub. Act A497.] any employee may be required by his employer to work on any paid holiday to which he is entitled under the said subsections and in such event he shall, in addition to the holiday pay he is entitled to for that day,—

(i) in the case of an employee employed on a monthly, weekly, daily, hourly, or other similar rate of pay, be paid two days' wages at the ordinary rate of pay; or

(ii) in the case of an employee employed on piece rates, be paid twice the ordinary rate per piece,

regardless that the period of work done on that day is less than the normal hours of work.

(aa) For any overtime work carried out by an ^[Ins. Act A497.] employee referred to in paragraph (a) (i) in excess of the normal hours of work on a paid public holiday, the

employee shall be paid at a rate which is not less than four and half times his hourly rate of pay, a part of an hour being calculated as one hour for this purpose.

[Ins.
Act A497.]

(aaa) For any overtime work carried out by an employee referred in to in paragraph (a) (ii) in excess of the normal hours of work on any paid holiday, the employee shall be paid not less than three times the ordinary rate per piece.

[Am.
Act A497.]

(b) An employee who works on a holiday shall be entitled to a travelling allowance for that day if payable to him under the terms of his agreement with his employer but such employee shall not be entitled under this subsection to receive an increased rate of any housing allowance or food allowance.

(4) For the purposes of this section if any such holiday falls on a half working day, the ordinary rate of pay payable shall be that of a full working day.

Annual
leave.
[Sub.
Act A497.]

60E. (1) An employee shall be entitled to paid annual leave of—

- (a) eight days for every twelve months of continuous service with the same employer if he has been employed by that employer for a period of less than two years;
- (b) twelve days for every twelve months of continuous service with the same employer if he has been employed by that employer for a period of two years or more but less than five years; and
- (c) sixteen days for every twelve months of continuous service with the same employer if he has been employed by that employer for a period of five years or more,

and if he has not completed twelve months of continuous service with the same employer during the year in which his contract of service terminates, his entitlement to paid annual leave shall be in direct proportion to the number of completed months of service:

Provided that any fraction of a day of annual leave so calculated which is less than one-half of a day shall be disregarded, and where the fraction of a day is one-half or more it shall be deemed to be one day;

And provided further that where an employee absents himself from work without the permission of his employer and without reasonable excuse for more than ten per centum of the working days during the twelve months of continuous service in respect of which his entitlement to such leave accrues he shall not be entitled to such leave.

(1A) The paid annual leave to which an employee is entitled under subsection (1) shall be in addition to rest days and paid holidays. [Ins.
Act A497.]

(1B) Where an employee who is on paid annual leave becomes entitled to sick leave or maternity leave while on such annual leave, the employee shall be granted the sick leave or the maternity leave, as the case may be, and the annual leave shall be deemed to have not been taken in respect of the days for which sick leave or maternity leave is so granted. [Ins.
Act A497.]

(2) The employer shall grant and the employee shall take such leave not later than twelve months after the end of every twelve months continuous service and any employee who fails to take such leave at the end of such period shall thereupon cease to be entitled thereto. [Am.
Act A360.]

(2A) Notwithstanding subsection (2), upon the termination of an employee's contract of service, the employee shall be entitled to take before such termination takes place the paid annual leave due to be taken in the year in which the termination takes place in respect of the twelve months of service preceding the year in which the termination takes place, and, in addition, the leave accrued in respect of the completed months of service during the year in which the termination takes place. [Ins.
Act A497.]

(3) The employer shall pay the employee his ordinary rate of pay for every day of paid annual leave, and an employee on a monthly rate of pay shall be deemed to have received the annual leave pay if he receives his monthly wages, without abatement in respect of such annual leave, for the month in which he takes such annual leave. [Sub.
Act A497.]

(3A) If the contract of service has been terminated by either party before an employee has taken the paid annual leave to which he is entitled under this section, [Ins.
Act A497.]

the employer shall pay the employee his ordinary rate of pay in respect of every day of such leave :

Provided that this subsection shall not apply where an employee is dismissed under section 14 (1) (a).

[Am.
Act A360.]

(4) The Minister may, by notification in the *Gazette*, fix the periods when and prescribe the manner in which annual leave shall be granted to employees in different types of employment or in different classes of industries.

Sick leave.
[Sub.
Act A497.]

60F. (1) An employee shall, after examination at the expense of the employer—

- (a) by a registered medical practitioner duly appointed by the employer; or
- (b) if no such medical practitioner is appointed or, if having regard to the nature or circumstances of the illness, the services of the medical practitioner so appointed are not obtainable within a reasonable time or distance, by any other registered medical practitioner or by a medical officer,

be entitled to paid sick leave,—

(aa) where no hospitalisation is necessary,—

- (i) of fourteen days in the aggregate in each calendar year if the employee has been employed for less than two years;
- (ii) of eighteen days in the aggregate in each calendar year if the employee has been employed for two years or more but less than five years;
- (iii) of twenty-two days in the aggregate in each calendar year if the employee has been employed for five years or more; or

(bb) of sixty days in the aggregate in each calendar year if hospitalisation is necessary, as may be certified by such registered medical practitioner or medical officer :

Provided that where an employee takes any paid sick leave under paragraph (aa) in any calendar year, the period of his entitlement to paid sick leave under paragraph (bb) in such

EMPLOYMENT

49

calendar year shall be reduced to the extent of the number of days of paid sick leave taken under paragraph (aa);

And provided further that if an employee is certified by such registered medical practitioner or medical officer to be ill enough to need to be hospitalised but is not hospitalised for any reason whatsoever, the employee shall be deemed to be hospitalised for the purposes of this section.

(2) An employee who absents himself on sick leave—

(a) which is not certified by a registered medical practitioner or a medical officer as provided under subsection (1); or

(b) which is certified by such registered medical practitioner or medical officer, but without informing or attempting to inform his employer of such sick leave within forty-eight hours of the commencement thereof,

shall be deemed to absent himself from work without the permission of his employer and without reasonable excuse for the days on which he is so absent from work.

(3) The employer shall pay the employee his ordinary rate of pay for every day of such sick leave, and an employee on a monthly rate of pay shall be deemed to have received his sick leave pay if he receives from his employer his monthly wages, without abatement in respect of the days on which he was on sick leave, for the month during which he was on such sick leave.

(4) No employee shall be entitled to paid sick leave for the period during which the employee is entitled to maternity allowance under Part IX, or for any period during which he is receiving any compensation for disablement under the Workmen's Compensation Ordinance, 1952, or any benefits under the Employees Social Security Act 1969. F.M. 85/52.
Act 4.

60G. (Omitted).

60H. (Omitted).

Interpreta-
tion.
[Sub.
Act A497.]

60i. (1) For the purposes of this Part and Part IX—

- (a) "ordinary rate of pay" means wages as defined in section 2, whether calculated by the month, the week, the day, the hour, or by piece rate, or otherwise, which an employee is entitled to receive under the terms of his contract of service for the normal hours of work for one day, but does not include any payment for work done on a rest day or on any of the ten gazetted public holidays referred to in section 60D (1) or any paid holiday substituted therefor under section 60D; and
- (b) "hourly rate of pay" means the ordinary rate of pay divided by the normal hours of work :

Provided that—

- (i) in the case of an employee employed on a monthly rate of pay, the ordinary rate of pay shall be calculated according to the following formula—

monthly rate of pay divided by twenty-six,
as follows—

$$\frac{\text{monthly rate of pay}}{26};$$

- (ii) in the case of an employee employed on a weekly rate of pay, the ordinary rate of pay shall be calculated according to the following formula—

weekly rate of pay divided by six, as follows—

$$\frac{\text{weekly rate of pay}}{6}; \text{ and}$$

- (iii) in the case of an employee employed on a daily rate of pay or on piece rates, the ordinary rate of pay shall be calculated by dividing by fourteen the total wages earned by such employee during the fourteen days (excluding any rest day or any of the ten public holidays referred to in section 60D (1) or any paid holiday

EMPLOYMENT

51

substituted therefor under section 60D) on which he has worked immediately preceding the day on which his entitlement to payment accrues or commences.

(2) Notwithstanding subsection (1), an employer may adopt any other method or formula for calculating the ordinary rate of pay which results in a rate not less than the respective rate provided in subsection (1).

PART XIIA

[Ins.
Act A497.]

TERMINATION, LAY-OFF, AND RETIREMENT BENEFITS

60J. (1) The Minister may, by regulations made under this Act, provide for the entitlement of employees to, and for the payment by employers of—

Termination,
lay-off
and retirement
benefits.

- (a) termination benefits;
- (b) lay-off benefits;
- (c) retirement benefits.

(2) Without prejudice to the generality of subsection (1), regulations made by virtue of subsection (1) may provide—

- (a) for the definition of the expression “termination benefits”, “lay-off benefits”, or “retirement benefits”, as the case may be, and for the circumstances in which the same shall be payable;
- (b) for the application thereof to employees who were in employment under a contract of service immediately before the commencement of such regulations and who continue in such employment after the commencement thereof;
- (c) for the application thereof to all employees generally or to any particular class, category or description of employees;
- (d) for the exclusion from the application thereof of any particular employee or employees, or any class, category or description of employees;
- (e) for the payment of different rates or amounts of termination benefits, lay-off benefits, or retirement benefits, as the case may be, to different classes, categories or descriptions of employees.

REGISTERS, RETURNS AND NOTICE BOARDS

Duty to
keep
registers.
[Am.
Act A360.]

61. (1) Every employer shall prepare and keep one or more registers containing such information regarding each employee employed by him as may be prescribed by regulations made under this Act.

[Am.
Act A360.]

(2) Every such register shall be preserved for such period that every particular recorded therein shall be available for inspection for not less than six years after the recording thereof.

Power to
make
regulations
requiring
information
as to wages.
[Am.
Act A360.]

62. The Minister may, by regulations made under this Act, provide that every employer or any specified class or classes of employers shall make available, in such form and at such intervals as may be prescribed, to every employee employed by him or them or to such class or classes of employees as may be specified such particulars as may be specified relating to the wages of such employees or any of them.

Duty to
make
returns
required by
Director
General.
[Am.
Act A360.]

63. (1) The Director General may, by notification in the *Gazette*, require every employer or such class or classes of employers as may be specified and every owner or occupier of land upon which employees are employed or such class or classes of owners or occupiers as may be specified to forward to the Director General at such times as he may in such notification direct a return or returns, in such form or forms as he may prescribe, giving such particulars relating to the employees of such employer or to the employees employed on such land as may be prescribed in such notification.

(2) Every form prescribed by the Director General under subsection (1) shall be published in the *Gazette* and copies of such forms shall be supplied free of charge on application to the Director General by any employer, owner or occupier to whom a notification under subsection (1) applies.

Duty to
give notice
and other
information.
[Ins.
Act A360.]

63A. (1) Any person or employer who proposes—
(a) to operate any agricultural or industrial undertaking or any establishment where any commerce, trade or business is carried on; or

(b) to take over or commence business in such undertaking or establishment,

in which any employee is employed or is likely to be employed shall, within ninety days of such commencing of operation, taking over or commencing of business, as the case may be, give notice in writing thereof to the Director of Labour of the State in which that undertaking or establishment is located and furnish him with—

- (i) the registered name, address and nature of business of;
- (ii) the name of the manager or person in charge of; and
- (iii) a statement of the categories and total number of employees employed in,

that undertaking or establishment.

(1A) For the purposes of this section the expressions “commencing of operation” and “commencing of business” each means the date on which the undertaking or establishment is registered under any written law, or the date on which the first employee is employed in furtherance of the operation, commerce, trade or business of such undertaking or establishment, whichever is earlier. [Ins. Act A497.]

(2) Where any undertaking or establishment as is referred to in subsection (1) is already in operation or has commenced business, such notice shall be given within ninety days of the coming into force of this section.

(3) Any person or employer who fails to give notice as required by this section or gives such notice containing any false particulars shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding two thousand ringgit.

64. The owner of any—

- (a) estate of twenty-five acres or more;
- (b) mine;
- (c) factory;

Duty to display notice boards.
[Sub. Act A360.]

(d) trade, business or manufacturing activity carried on in any premises,

on or in which not less than five employees are employed shall, if such estate, mine, factory or premises is outside the limits of a City, Municipality, Town Council, Town Board or other local authority, cause to be erected where practicable in a conspicuous place at or adjacent to the place where the access road to such estate, mine, factory or premises joins the main road or a railway or river, as the case may be, a notice board on which shall be set out in the National Language the name of such estate, mine, factory, trade, business or manufacturing activity and the address of the registered or other office thereof.

PART XIV

INSPECTION

Powers of inspection and inquiry.
[Am. Act A360.]

65. The Director General shall have power to enter without previous notice at all times any place of employment where he has reasonable grounds for believing that employees are employed and to inspect any building occupied or used for any purpose connected with such employment and to make any inquiry which he considers necessary in relation to any matter within the provisions of this Act.

Inspecting officer to notify presence.
[Am. Act A360.]

66. On the occasion of any inspection under this Part the Director General shall where practicable notify the owner or occupier of the place of employment, and the employer of any employees employed thereat, of his presence unless he has reasonable grounds for believing that such notification might be prejudicial to the performance of his duties.

Powers of inspecting officer.
[Am. Act A360.]

67. In the course of an inspection under this Part the Director General may—

(a) put questions concerning the employees, either in private or in the presence of witnesses, as he may choose, to the owner or occupier of the place of employment, or his representative, to the employer of any employees employed thereat or his representative, to any person in charge of the employees, to the employees themselves and to any other person whose

evidence he may consider necessary; and all such persons shall be legally bound to answer such questions truthfully to the best of their ability;

- (b) require the employer to produce before him all or any of the employees employed by him together with any contracts of service and books of account of wages, registers and other documents relating to such employees or their employment and to answer such questions in respect thereof as he may think fit to ask :

Provided that no employee shall be required to leave or to cease from performing any work on which he is engaged if his absence or cessation from such work would endanger life or property or seriously disrupt any operation being carried on by the employer of such employee.

68. An officer appointed under section 3 (2) shall not exercise any of the powers of the Director General under this Part unless he is in possession of an official identification card signed by the Director General authorizing him to exercise such powers, and any officer so authorized shall produce his official identification card on demand to the owner or occupier of the place of employment and to the employer of any employees employed thereat.

Officers to be authorized by the Director General. [Am. Act A360.]

PART XV

COMPLAINTS AND INQUIRES

69. (1) The Director General may inquire into and decide any dispute between an employee and his employer or between an employee and any person liable under this Act, or any regulations, order or other subsidiary legislation whatsoever made thereunder to pay any wages due to such employee where such dispute arises out of any term in the contract of service between such employee and his employer or out of any of the provisions of this Act, or any regulations, order or other subsidiary legislation whatsoever made thereunder, and in pursuance of such decision may make an order in the prescribed form for the payment by either party of such sum of money as he deems just without limitation of the amount thereof.

Director General's power to inquire into complaints. [Am. Act A360; Act A497.]

(2) The powers of the Director General under subsection (1) shall include the power to hear and decide, in accordance with the procedure laid down in this Part, any claim by a sub-contractor for labour against a contractor or sub-contractor for any sum which the sub-contractor for labour claims to be due to him in respect of any labour provided by him under his contract with the contractor or sub-contractor and to make such consequential orders as may be necessary to give effect to his decision.

[Ins.
Act A360;
Am.
Act A497.]

(3) In addition to the powers conferred by subsections (1) and (2), the Director General may inquire into and confirm or set aside any decision made by an employer to down-grade or suspend an employee under section 14 and the Director General may make such consequential orders as may be necessary to give effect to his decision :

[Ins.
Act A497.]

Provided that the Director General shall not exercise the power conferred by this subsection unless the employee has made a complaint to him under the provisions of this Part within thirty days from the date on which the decision to downgrade or suspend him under section 14 is communicated to him either orally or in writing by his employer.

[Ins.
Act A497.]

(4) Any person who fails to comply with any decision or order of the Director General made under subsection (3) shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding two thousand ringgit, and shall be liable to a further fine not exceeding fifty ringgit for each day during which the non-compliance continues.

Limitation
on power
conferred
by section
69.

Act 177.

[Ins.
Act A360.]

69A. Notwithstanding section 69, the Director General shall not inquire into, hear, decide or make any order in respect of any claim, dispute or purported dispute which, in accordance with the Industrial Relations Act 1967—

- (a) has been referred to, or is pending in any proceedings, before, the Industrial Court; or
- (b) is pending in any inquiry under that Act.

70. The procedure for disposing of questions arising under section 69 shall be as follows:

Procedure
in Director
General's
inquiry.

- (a) the person complaining shall present to the Director General a written statement of his complaint and of the remedy which he seeks or he shall in person make a statement to the Director General of his complaint and of the remedy which he seeks;
- (b) the Director General shall as soon as practicable thereafter examine the complainant on oath or affirmation and shall record the substance of the complainant's statement in his case book;
- (c) the Director General may make such inquiry as he deems necessary to satisfy himself that the complaint discloses matters which in his opinion ought to be inquired into and may summon in the prescribed form the person complained against, or if it appears to him without any inquiry that the complaint discloses matters which ought to be inquired into he may forthwith summon the person complained against:

Provided that if the person complained against attends in person before the Director General it shall not be necessary to serve a summons upon him;

- (d) when issuing a summons to a person complained against the Director General shall give such person notice of the nature of the complaint made against him and the name of the complainant and shall inform him of the date, time and place at which he is required to attend and shall inform him that he may bring with him any witnesses he may wish to call on his behalf and that he may apply to the Director General for summonses to such persons to appear as witnesses on his behalf;
- (e) when the Director General issues a summons to a person complained against he shall inform the complainant of the date, time and place mentioned therein and shall instruct the complainant to bring with him any witnesses

he may wish to call on his behalf and shall, on the request of the complainant, issue summonses to such witnesses to appear on behalf of the complainant;

- (f) when at any time before or during an inquiry the Director General has reason to believe that there are any persons whose financial interests are likely to be affected by such decision as he may give on completion of the inquiry or who he has reason to believe have knowledge of the matters in issue or can give any evidence relevant thereto he may summon any or all of such persons;
- (g) the Director General shall, at the time and place appointed, examine on oath or affirmation those persons summoned or otherwise present whose evidence he deems material to the matters in issue and shall then give his decision on the matters in issue;
- (h) if the person complained against or any person whose financial interests the Director General has reason to believe are likely to be affected and who has been duly summoned to attend at the time and place appointed in the summons shall fail so to attend the Director General may hear and decide the complaint in the absence of such person notwithstanding that the interests of such person may be prejudicially affected by his decision;
- (i) in order to enable a court to enforce the decision of the Director General, the Director General shall embody his decision in an order in such form as may be prescribed.

Director
General's
record of
inquiry.

71. The Director General shall keep a case book in which he shall record the evidence of persons summoned or otherwise present and his decision and order in each matter in issue before him and shall authenticate the same by attaching his signature thereto and the record in such case book shall be sufficient evidence of the giving of any decision; and any person interested in such decision or order shall be entitled to a copy thereof free of charge and to a copy of the record upon payment of the prescribed fee.

72. Where it appears to the Director General in any proceedings under this Part that there are more employees than one having a common cause for complaint against the same employer or person liable, it shall not be necessary for each such employee to make a separate complaint under this Part, but the Director General may, if he thinks fit, permit one or more of them to make a complaint and to attend and act on behalf of and generally to represent the others, and the Director General may proceed to a decision on the joint complaint or complaints of each and all such employees:

Joinder of several complaints in one complaint. [Am. Act A360.]

Provided that, where the Director General is of opinion that the interests of the employer or person liable are likely to be prejudiced by the non-attendance of any employee, he shall require the personal attendance of such employee.

73. (1) Whenever the Director General shall have made an order under section 69 against any employer or any person liable for the payment of any sum of money to any employee or sub-contractor for labour and the Director General has reason to believe that there exists between such employer or person liable and any other person a contract in the course of the performance of which the employee or sub-contractor performed the work in respect of which the order was made, the Director General may summon such other person and, if after enquiry he is satisfied that such a contract exists, may make an order in the prescribed form prohibiting him from paying to the employer or person liable and requiring him to pay to the Director General any money (not exceeding the amount found due to such employee or sub-contractor for labour) admitted by him to be owing to the employer or person liable in respect of such contract:

Prohibitory order by Director General to third party. [Am. Act A360.]

Provided that where such other person admits to the Director General in writing that money is owing by him under such contract to the employer or person liable he need not be summoned to attend before the

Director General and the Director General may make such order in his absence :

Provided further that where such other person is liable as a principal under section 33 (1) to pay any wages due by the employer or person liable and where the money admitted by him to be owing to the employer or person liable is not sufficient to pay the whole of such wages nothing in this subsection shall relieve him of his liability for the balance of such wages up to the amount for which he is liable under proviso (b) to the said subsection.

(2) The payment of any money in pursuance of an order under subsection (1) shall be a discharge and payment up to the amount so paid of money due to the employer or person liable under the contract.

No fees for summons: service of summons.

74. (1) No fee shall be charged by the Director General in respect of any summons issued by him under this Part.

(2) Any such summons may be served by a Sessions Court or a Magistrates' Court on behalf of the Director General, or in such other manner, and by such person, as the Director General may deem fit.

Enforcement of Director General's order by Sessions Court.
[Am. Act A497.]

75. Where any order has been made by the Director General under this Part, and the same has not been complied with by the person to whom it is addressed, the Director General may send a certified copy thereof to the Registrar of a Sessions Court, or to the Court of a First Class Magistrate, having jurisdiction in the place to which the order relates or in the place where the order was made, and the said Registrar or Court, as the case may be, shall cause the said copy to be recorded and thereupon the said order shall for all purposes be enforceable as a judgment of the Sessions Court, or of the Court of the First Class Magistrate, as the case may be, notwithstanding that the same may in respect of amount or value be in excess of the ordinary jurisdiction of the said Court :

Provided that no sale of immovable property shall for the purposes of such enforcement be ordered except by the High Court.

76. (1) In any proceedings under this Part the Director General may, if he thinks fit, submit any question of law for the decision of a Judge of the High Court and if he does so he shall decide the proceedings in conformity with such decision.

Submission by Director General to High Court of point of law.

(2) An appeal shall lie to the Federal Court from any decision of a Judge under subsection (1).

77. (1) If any person whose financial interests are affected is dissatisfied with the decision or order of the Director General under section 69 or section 73 such person may appeal to the High Court.

Appeal against Director General's order to High Court.

(2) Subject to any rules made under section 4 of the Subordinate Court Rules Act 1955, the procedure in an appeal to the High Court shall be the procedure in a civil appeal from a Sessions Court with such modifications as the circumstances may require.

Act 55.

78. (1) If any employee complains to a Magistrate that he has reasonable grounds for believing that his employer, in order to evade payment of his wages, is about to abscond, the Magistrate may summon such employer and direct him to show cause why he should not be required to give security by bond to remain in Malaysia until such wages are paid; and if, after hearing the evidence of such employer, the Magistrate decides that such bond shall be given the Magistrate may order such employer to give security by bond in such sum as to the Magistrate seems reasonable, that he will not leave Malaysia until the Magistrate is satisfied that all the just claims of such employee against him for wages have been paid or settled.

Employee's remedy when employer about to abscond. [Am. Act A360.]

(2) If the employer fails to comply with the terms of such order to give security, he shall be detained in prison until arrangements have been made to the satisfaction of the Magistrate for settling the claims of such employee:

Provided that—

(a) such employer shall be released at any time by the committing Magistrate on security being furnished or on his paying either the whole or such part as to the Magistrate seems reasonable

of all just claims of such employee against him for wages or on the filing of a petition in bankruptcy by or against him; and

(b) in no case shall the period of such detention exceed three months.

(3) The bond to be given by an employer shall be a personal bond with one or more sureties, and the penalty for breach of the bond shall be fixed with due regard to the circumstances of the case and the means of the employer.

(4) If on or after a complaint by any employee under subsection (1) it appears to the Magistrate that there is good ground for believing that the employer complained against has absconded or is absconding or is about to abscond, the Magistrate may issue a warrant for the arrest of such employer and such employer shall be detained in custody pending the hearing of the complaint unless he finds good and sufficient security to the satisfaction of the Magistrate for his appearance to answer the complaint.

(5) For the purposes of this section a certificate purporting to be signed by the Director General and issued to the Magistrate to the effect that wages claimed have been paid or settled shall be sufficient evidence of the payment or settlement thereof.

Powers of
Director
General to
investigate
possible
offences
under this
Act.
[Am.
Act A360.]
Act 116.
Act 139.

79. (1) Whenever the Director General has reasonable grounds for suspecting that an offence under this Act has been committed, or wishes to inquire into any matter dealt with by this Act or into any dispute as to such matter or into the death of or injury to an employee (not the subject of an investigation under the Electricity Act 1949, or the Factories and Machinery Act 1967, or any written law relating to mining for the time being in force in Malaysia or any part thereof) or into any matter connected with the keeping of registers and other documents, or whenever any person complains to the Director General of any breach of any provision of this Act, the Director General may summon any person who he has reason to believe can give information respecting such offence or the subject matter of such inquiry or complaint.

EMPLOYMENT

63

(2) If upon inquiry as aforesaid the Director General is of opinion that an offence has been committed, he may institute such criminal proceedings as he may deem necessary.

(3) A summons issued under this section shall be in such form as may be prescribed.

80. Any person summoned by the Director General under this Part shall be legally bound to attend at the time and place specified in the summons and to answer truthfully all questions which the Director General may put to him.

Examination
on summons
by the
Director
General.

81. No employer shall prevent or attempt to prevent any employee from appearing before the Director General in pursuance of this Part.

Right of
employee to
appear
before
Director
General.

[Am.
Act A360.]

PART XVI

PROCEDURE

82. (1) Any summons issued by the Director General under Part XV may be served on any person by delivering or tendering to him a copy thereof signed by the Director General:

Service of
summons
issued under
Part XV.

Provided that—

(a) if the person to be summoned cannot be found and has an agent empowered to accept service of the summons on his behalf, service on such agent shall be sufficient;

(b) if the person to be summoned cannot be found and has no agent empowered to accept service of the summons on his behalf, service on any adult male member, not being a domestic servant, of the family of the person to be summoned who is residing with him shall be deemed good and sufficient service.

(2) When such summons is addressed to a corporation, it may be served—

(a) by leaving a copy thereof, signed by the Director General, at the registered office, if any, of the corporation;

- (b) by sending such copy by registered post in a letter addressed to the corporation at its principal office, whether such office be situated within Malaysia or elsewhere; or
 - (c) by delivering such copy to any director, secretary or other principal officer of the corporation.
- (3) When such summons is addressed to a firm, it may be served—
 - (a) by leaving a copy thereof, signed by the Director General, at the principal place at which the partnership business is carried on;
 - (b) by sending such copy by registered post in a letter addressed to the firm at its principal office, whether such office be situated within Malaysia or elsewhere; or
 - (c) by delivering such copy to any one or more of the partners in such firm or to any person having, at the time of service, the control or management of the partnership business at the principal place at which the partnership business is carried on within Malaysia.
- (4) When the person serving such summons delivers or tenders a copy of the summons to the person to be summoned or to an agent or other person on his behalf, he shall require the signature of the person to whom the copy is so delivered or tendered to an acknowledgement of service endorsed on the original summons.
- (5) If—
 - (a) such person refuses or is unable to sign the acknowledgement; or
 - (b) the serving officer cannot find the person to be summoned and there is no agent empowered to accept service of the summons on his behalf nor any other person on whom the service can be made,

the serving officer shall affix a copy of the summons on the outer door of the house in which the person to be summoned ordinarily resides and then return the original to the Director General with a return endorsed thereon or annexed thereto stating that he has so affixed the copy and the circumstances under which he did so.

(6) The person serving such summons shall, in all cases in which the summons has been served under subsection (4) endorse or annex, or cause to be endorsed or annexed, on or to the original summons a return stating the time when and the manner in which the summons was served.

(7) When a summons is returned under subsection (5), the Director General shall, if the return under that subsection has not been verified by the affidavit of the person serving it, and may, if it has been so verified, examine such person on affirmation touching the manner of service and may make such further inquiry in the matter as he thinks fit and shall either declare that the summons has been duly served or order such service as he thinks fit.

(8) When the Director General is satisfied that there is reason to believe that the person to be summoned is keeping out of the way for the purpose of avoiding service or that for any other reason the summons cannot be served in the ordinary way, the Director General may order the summons to be served by affixing a copy thereof in some conspicuous place in or near the office of the Director General and also upon some conspicuous part of the house in which the person to be summoned is known to have last resided, or in such other manner as the Director General thinks fit, or may order the substitution for service of notice by advertisement in the *Gazette* and in such local newspaper or newspapers as the Director General may think fit.

(9) The service substituted by order of the Director General shall be as effectual as if it had been made personally on the person to be summoned.

(10) Whenever service is substituted by order of the Director General, the Director General shall fix such time for the appearance of the person to be summoned as he may deem fit.

(11) Any order or notice in writing made and issued by the Director General in the exercise of the powers conferred by this Act may be served as if the same were a summons, and the provisions of this section, other than subsection (10) thereof, shall apply to the service of such order or notice.

Power to make reciprocal provisions between Malaysia and Singapore for the service, execution and enforcement of summonses, warrants and orders.

83. If the Minister is satisfied that arrangements have been made by or under any legislation in force in the Republic of Singapore for the service, execution or enforcement in the Republic of Singapore of summonses, warrants or orders issued or made under this Act he may, by regulations made under this Act—

- (a) prescribe the procedure for sending such summonses, warrants and orders to the Republic of Singapore for service, execution or enforcement, and specify the conditions under which any such summons shall be deemed to have been served; and
- (b) make reciprocal provisions for the service, execution or enforcement in Malaysia of summonses, warrants or orders issued or made in the Republic of Singapore under any corresponding or similar legislation in force therein.

Jurisdiction.
Act 92.

84. Notwithstanding the provisions of the Subordinate Courts Act, 1948, all penalties for offences against this Act may be had and recovered in the Sessions Court or the Court of a First Class Magistrate on complaint by any person aggrieved or by the Director General or any person authorized by him in writing in that behalf.

Prosecutions and right of audience.
[Am. Act A360.]

85. (1) Proceedings for offences against this Act or against any regulation made thereunder shall not be instituted or conducted except by or on behalf of the Public Prosecutor or by a police officer or by the Director General.

(2) The Director General and any officer authorized by him in writing shall have the right to appear and be heard before a Sessions Court or the Court of a First Class Magistrate in any proceedings under or arising out of this Act, and such right shall include the right to appear and represent an employee in any such proceedings.

Saving clause as to civil jurisdiction of courts.
[Am. Act A360.]

86. Nothing in this Act shall be construed as preventing any employer or employee from enforcing his civil rights and remedies for any breach or non-performance of a contract of service by any suit in court in any case in which proceedings have not been instituted before the Director General under section 69 or, if instituted, have been withdrawn.

87. When under this Act any court imposes a fine or enforces the payment of any sum secured by bond, the court may, if it thinks fit, direct that the whole or any part of such fine or sum when recovered be paid to the party complaining.

Power of court imposing fine.

88. From and after the determination of any imprisonment suffered under this Act for non-payment of the amount of any fine, together with the costs assessed and directed to be paid by any order of court, the amount so ordered shall be deemed to be liquidated and discharged, and the order shall be annulled.

Effect of imprisonment.

89. Where the Director General has, for the purpose of inquiring into any matter under this Act, taken down any evidence or made any memorandum and is prevented by death, transfer or other cause from concluding such inquiry, any successor to such Director General or other officer may deal with such evidence or memorandum as if he had taken it down or made it and proceed with the inquiry from the stage at which such Director General left it.

Incapacity of Director General hearing inquiry.

90. For the purposes of this Act the Director General and any other officer appointed or acting under this Act shall be deemed to be public servants within the meaning of the Penal Code.

Officers acting under Act deemed public servants. F.M.S. Cap. 45.

PART XVII

OFFENCES AND PENALTIES

91. Any employer who—

(a) fails to pay the wages or indemnity due to any employee within the time prescribed in sections 19, 20 and 21;

(b) makes to any employee any advance of wages in excess of that permitted under section 22;

(c) makes deductions from the wages of an employee other than such deductions as are authorized by section 24,

Under Parts III and IV. [Am. Act A360.]

shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding two thousand ringgit.

Under
Part V.
[Am.
Act A360;
Act A497.]

92. Any employer who—

- (a) pays wages, imposes any conditions in a contract of service or makes any deduction or receives any payment in contravention of section 25, 25A, 26, 27 or 28;
- (b) provides any employee as part of the terms of his contract of service with any amenity or service, or any intoxicating liquor in contravention of section 29; or
- (c) establishes or keeps or permits to be established or kept a shop on any place of employment for the sale to his employees of foodstuffs, provisions or other goods or fermented toddy without, or in contravention of any conditions specified in, the approval in writing of the Director General required thereto under section 30,

shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding two thousand ringgit.

Under
Part VIII.
[Am.
Act A360.]

93. Where a female employee is employed contrary to any of the provisions of section 34 or section 35 or contrary to any order of the Minister under section 36, the employer of such employee shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding five thousand ringgit.

Under
Part IX.
[Sub.
Act A497.]

94. Any employer who—

- (a) fails to grant maternity leave to a female employee employed by him and entitled thereto under Part IX;
- (b) fails to pay the maternity allowance to a female employee employed by him and entitled thereto under Part IX, or to her nominee, or to her personal legal representative;
- (c) fails to pay maternity allowance in the manner prescribed in section 38; or
- (d) contravenes the provisions of section 42 or 44,

shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding two thousand ringgit, and shall also—

- (aa) in the event of a conviction for an offence under paragraph (a), be ordered by the court before

which he is convicted to pay to the female employee concerned the maternity allowance to which she may be entitled under Part IX in respect of every day on which the female employee had worked during the eligible period referred to in section 37 (1) (a), the payment so ordered being in addition to the wages payable to her, and the amount of maternity allowance so ordered by the court to be paid shall be recoverable as if it were a fine imposed by such court; and

(bb) in the event of a conviction for an offence under paragraph (b), be ordered by the court before which he is convicted to pay to the female employee concerned the maternity allowance to which she is entitled under Part IX, and the amount of maternity allowance so ordered by the court to be paid shall be recoverable as if it were a fine imposed by such court.

95. (Repealed).

96. (Repealed).

97. (1) Any employer who—

(a) fails to keep a register as required under section 61, or to preserve such register for a period of not less than six years; or

(b) who destroys, alters or mutilates any such register, or causes or permits any such register to be destroyed, altered or mutilated,

shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding two thousand ringgit.

(2) Any employer who fails to comply with any regulation made under section 62 shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding two thousand ringgit.

(3) Any employer who fails without reasonable cause (proof of which shall lie on him) to forward to the Director General such returns as are prescribed by the Director General under section 63 or who forwards any such return knowing that such return contains any false particulars shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding two thousand ringgit.

Under
Part XIII.
[Sub.
Act A497.]

[Am.
Act A360.]

[Am.
Act A360.]

[Am.
Act A360.]

(4) Any owner of an estate, mine or factory to which section 64 apply who fails to comply with any of the provisions of the said section shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding two thousand ringgit.

Under
Part XIV.
[Am.
Act A360.]

98. Any employer who in the course of an inspection under section 65 refuses or fails to comply with any requirements under section 67 (b), shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding two thousand ringgit.

Under
Part XV.
[Am.
Act A360.]

99. Any employer who prevents or attempts to prevent any employee from appearing before the Director General under Part XV shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding two thousand ringgit.

General
penalty.
[Sub.
Act A497.]

99A. Any person who commits any offence under, or contravenes any provision of, this Act, or any regulations, order, or other subsidiary legislation whatsoever made thereunder, in respect of which no penalty is provided, shall be liable, on conviction, to a fine not exceeding two thousand ringgit.

Penalties
for failure
or non-
compliance
in relation
to rest days,
overtime,
holidays,
annual
leave, and
sick leave.
[Ins.
Act A497.]

100. (1) Any employer who fails to pay to any of his employees wages for work done by his employee on a rest day or pays wages less than the rate provided under section 60 shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding two thousand ringgit, and shall also, on conviction, be ordered by the court before which he is convicted to pay to the employee concerned the wages due for work done on every rest day at the rate provided under section 60, and the amount of such wages shall be recoverable as if it were a fine imposed by such court.

(2) Any employer who fails to pay to any of his employees any overtime wages as provided under this Act or any subsidiary legislation made thereunder shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding two thousand ringgit, and shall also, on conviction, be ordered by the court before which he is convicted to pay to the employee concerned the overtime wages due, and the amount of overtime wages so ordered by the court to be paid shall be recoverable as if it were a fine imposed by such court.

(3) Any employer who fails to pay to any of his employees wages as provided under section 60D, shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding two thousand ringgit, and shall also, on conviction, be ordered by the court before which he is convicted to pay to the employee concerned the wages due for any work done on any such holiday at the rate provided under section 60D, and the amount of wages so ordered by the court to be paid shall be recoverable as if it were a fine imposed by such court.

(4) Any employer who fails to grant to any of his employees annual leave or any part thereof as provided under section 60E shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding two thousand ringgit, and shall also, on conviction, be ordered by the court before which he is convicted to pay to the employee concerned the ordinary rate of pay in respect of every day of such leave not so granted, the payment so ordered being in addition to the wages payable to the employee for the work done on any such day, and the amount so ordered by the court to be paid shall be recoverable as if it were a fine imposed by such court.

(5) Any employer who fails to grant sick leave, or fails to pay sick leave pay, to any of his employees, as provided under section 60F shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding two thousand ringgit, and shall also, on conviction, be ordered by the court before which he is convicted to pay to the employee concerned the sick leave pay for every day of such sick leave at the rate provided under section 60F, and the amount so ordered by the court to be paid shall be recoverable as if it were a fine imposed by such court.

101. In any inquiry, investigation, entry or inspection made by the Director General, or by any officer lawfully exercising the powers of the Director General under this Act, any person committing with respect to such inquiry, investigation, entry or inspection any offence described in Chapter X of the Penal Code shall on conviction be punished as prescribed in such Chapter.

Offence in connection with inquiry or inspection.

F.M.S.
Cap. 45.

PART XVIII
REGULATIONS

Regulations.
[Am.
Act A360;
Act A497.]

102. (1) The Minister may make regulations for carrying out the purposes of this Act.

(2) Without prejudice to the generality of the foregoing the Minister may make regulations—

- (a) limiting the powers of officers appointed under section 3 (2);
- (b) prescribing the conditions under which female employees may work at night;
- (c) prescribing the rate of the maternity allowance to which female employees shall be entitled during the eligible period;
- (d) prescribing the maximum period during which notice of dismissal given by her employer to a female employee who is absent from her work as a result of illness certified by a registered medical practitioner to arise out of her pregnancy or confinement shall not expire;
- (da) *(Omitted)*.
- (e) *(Repealed)*.
- (f) prescribing the times which employees shall be entitled to take off from work for meals and which they shall be entitled or required to take off for rest;
- (g) prescribing the form of any register, summons or order required to be kept, issued or made under this Act;
- (h) prescribing the procedure for sending summonses, warrants and orders issued or made under this Act in Malaysia for service or execution in the Republic of Singapore, and making provisions for the service or execution in Malaysia of summonses, warrants and orders issued or made in the Republic of Singapore;
- (i) prescribing fees to be paid for copies of notes of evidence recorded under Part XV;

- (j) prescribing penalties for failure to comply with or contravention of any regulation made under this section, provided that no such penalty shall exceed a fine of five hundred ringgit and in the case of a continuing offence an additional fine of fifty ringgit for each day during which the offence continues.

PART XIX

REPEAL AND SAVING

103. The written laws specified in the first and second columns of the Second Schedule are hereby repealed to the extent set out in the third column of the said Schedule: Repeal and saving.

Provided that any appointment made under such written law hereby repealed shall be deemed to be made under this Act:

Provided further that references to any provision of any written law hereby repealed in any other written law or in any contract or other instrument in writing shall, in so far as such provision is not inconsistent with the corresponding provision of this Act, be construed as references to such corresponding provision.

FIRST SCHEDULE

[Section 2 (1)]

[Sub. Act
4497.]

Employee

Provision of the
Act not applicable

1. Any person, irrespective of his occupation, who has entered into a contract of service with an employer under which such person's wages do not exceed seven hundred and fifty ringgit a month.

2. Any person who, irrespective of the amount of wages he earns in a month, has entered into a contract of service with an employer in pursuance of which—

- (1) he is engaged in manual labour including such labour as an artisan or apprentice:

Provided that where a person is employed by one employer partly in manual labour and partly in some

Employee

Provision of the
Act not applicable

other capacity such person shall not be deemed to be performing manual labour unless the time during which he is required to perform manual labour in any one wage period exceeds one-half of the total time during which he is required to work in such wage period;

(2) he is engaged in the operation or maintenance of any mechanically propelled vehicle operated for the transport of passengers or goods or for reward or for commercial purposes;

(3) he supervises or oversees other employees engaged in manual labour employed by the same employer in and throughout the performance of their work;

(4) he is engaged in any capacity in any vessel registered in Malaysia and who—

Part XII

(a) is not an officer certificated under the Merchant Shipping Acts of the United Kingdom as amended from time to time;

(b) is not the holder of a local certificate as defined in Part VII of the Merchant Shipping Ordinance, 1952; or

(c) has not entered into an agreement under Part III of the Merchant Shipping Ordinance, 1952; or

F.M. 70/52.

(5) he is engaged as a domestic servant.

Sections 12, 14,
16, 22, 61 and 64,
and Parts IX, XII
and XIIA

3. For the purpose of this Schedule "wages" means wages as defined in section 2, but shall not include any payment by way of commission, subsistence allowance and overtime payment.

EMPLOYMENT

75

SECOND SCHEDULE
(Section 103)

(1)	(2)	(3)
S.S. Cap. 69 ...	The Labour Ordinance	The whole, except section 1, the definitions under section 2 of "Agreement", "Employer", "Health Officer", "Labourer", "Lines", "Local Authority", "Place of employment", sections 3, 4, 6, 27, 28, 33, 39, 43, 50, 111-113, 123, 124, 143, 145-163, 185-188, 194-196, 198-201, 202 (a), (b), (c) and (e), 203-206, 222-228, 230-233, 235-237, 239 (1) (e)-(i), (k), (2)-(4).
F.M.S. Cap. 154	The Labour Code	The whole, except section 1, the definitions under section 2 of "agreement", "Court", "employer", "Health Officer", "labourer", "lines", "place of employment", "State Medical and Health Officer", sections 3, 4, 70, 71, 76, 82, 87, 91, 117-119, 129, 130, 159-166, 168-191, 197-199, 201-203, 204 (a), (b), (c) and (e), 205-212, 220-222, 224-227, 229, 230, 231, 233, 234, 236, 238 (i) (h)-(k), (ii)-(iv).
Johore Enactment No. 82	The Labour Code	The whole, except section 1, the definitions under section 2 of "agreement", "Court", "employer", "Health Officer", "labourer", "lines", "place of employment", sections 3, 4, 5, 71, 72, 77, 83, 88, 92, 119-121, 131, 132, 149-156, 158-181, 187-189, 191-193, 194 (a), (b), (c) and (e), 195-202, 210-212, 214-217, 219-220, 222, 223, 225, 227 (i) (h)-(k), (ii)-(v).
Kelantan Enactment No. 2 of 1936	The Labour Code, 1936	The whole, except sections 1 and 2, the definitions under section 3 of "Agreement", "Colony", "Court", "Employer", "Health Officer", "Labourer", "Lines", "Medical Practitioner", "Place of employment", sections 4, 5, 47, 48, 53, 59, 64, 68, 95-97, 107, 124-131, 133-156, 162-164, 166-168, 169 (a), (b), (c) and (e), 170-179, 187-189, 191-194, 196-198, 200, 201, 203, 205 (i) (c)-(f), (ii).
Kedah Enactment No. 2 of 1345	Enactment No. 55 (Labour)	The whole, except section 1, the definitions under section 2 of "Agreement", "Court", "Employer", "Labourer", "Lines", "Health Officer", "Place of employment", sections 3, 4, 45, 46, 51, 57, 62, 66, 94-96, 106, 107,

(1)	(2)	(3)
Trengganu Enactment No. 60 of 1356	The Labour Code	124-132, 134-157, 163-165, 167-169, 170 (a), (b), (c) and (e), 171-173, 181-183, 185-188, 190, 191, 193, 194, 196, 198 (1) (b)-(e), 2. The whole, except sections 1 and 2, the definitions under section 3 of "agreement", "Court", "employer", "Health Officer", "labourer", "lines", "Medical Officer", "medical practitioner", "place of employment", sections 4, 5, 47, 48, 53, 59, 64, 68, 95-97, 107, 124-131, 133-156, 162-164, 166-168, 169 (a), (b), (c) and (e), 170-179, 187-189, 191-194, 196-198, 200, 201, 203, 205 (i) (c)-(f), (ii).
Perlis Enactment No. 3 of 1345	The Labour Code, 1345	The whole, except sections 1-3, the definitions under section 5 of "Agreement", "Court", Employer", "Labourer", "Lines", "Health Officer", "Place of employment", sections 6, 7, 47, 48, 53, 59, 64, 67, 95-97, 109, 110, 127-134, 136-159, 165-167, 169-171, 172 (a), (b), (c) and (e), 173-175, 183-185, 187-190, 192, 194, 196, 197, 199, 201 (i) (b)-(e), (ii).

LAWS OF MALAYSIA

Act 265

EMPLOYMENT ACT 1955

(Revised—1981)

*Particulars under section 7 (ii) and (iii) of the Revision
of Laws Act 1968 (Act 1)*

LIST OF AMENDMENTS

Amending law	Short title	In force from
Ord. 43/56 ...	Employment (Amendment) Ordinance 1956	20-12-1956
L.N. 332/58 ...	Federal Constitution (Modification of Laws) (Ordinances and Proclamations) Order 1958	13-11-1958
Act 9/66 ...	Employment (Amendment) Act 1966	27-1-1966
Act 40/66 ...	Children and Young Persons (Employment) Act 1966	1-10-1966
Act 37/67 ...	Employment (Amendment) Act 1967	21-8-1967
P.U. (B) 324/70	Notification under s. 3 of the Titles of Office Ordinance 1949	1-1-1971
Act A91 ...	Employment (Amendment) Act 1971	1-10-1971
Act A360 ...	Employment (Amendment) Act 1976	1-1-1977
Act A497 ...	Employment (Amendment) Act 1980	1-10-1980

LIST OF LAWS OR PARTS THEREOF SUPERSEDED

No.	Title
F.M. Ord. 38 of 1955 ...	Employment Ordinance 1955.