



马来西亚中华总商会

GABUNGAN DEWAN PERNIAGAAN DAN PERINDUSTRIAN CINA MALAYSIA
THE ASSOCIATED CHINESE CHAMBERS OF COMMERCE AND INDUSTRY OF MALAYSIA

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文告 - 马来西亚中华总商会与人力资源部长会面事宜

针对全国薪金咨询理事会对最低薪金制的最新公布，马来西亚中华总商会（总商会）于 2013 年 3 月 21 日中午，受邀与人力资源部长共进午餐，商讨相关细节。总商会代表为总会长拿督林国璋及署理总会长拿督戴良业；而人力资源部长拿督斯里苏巴马廉则由该部秘书长拿督斯里再纳拉欣陪同。

双方聚会超过一小时，针对最低薪金制所引发的各项课题进行了商讨，总商会除了对政府顺应工商界要求，展延中小企业外劳的最低薪金制的决定表示欢迎外，也要求部长对几个管道不同的宣布而引起混淆的细节作出解释，其中包括在外劳基薪内扣除的津贴事项，以及兼职及合约员工的基薪计算法等。

总商会也再次向人资部长要求加入全国薪金咨询理事会，以反映工商界意见，确保最低薪金制在 2014 年 1 月 1 日全面实行前，解决可能出现的问题；并希望全国薪金咨询理事会每两年检讨最低薪金额时，有关数额应与员工生产力挂钩，确保工商界的有利发展。

人力资源部长及秘书长在会上同意与总商会联办讲解会，针对最低薪金制的各项细节，以及各项人力资源课题，包括劳工法令、雇佣法令等作出详尽的讲解，以减少雇主对这些课题的疑虑。总商会将跟进相关事宜，在近期内举办有关讲解会。

外劳最低薪金的实行获展延至 2014 年 1 月 1 日，已暂时纾解国内中小企业的困境，马来西亚中华总商会将继续跟进相关事宜，以协助克服中小企业界的难题。

马来西亚中华总商会

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Press Statement – Meeting between ACCCIM Leaders and Minister of Human Resources

On the latest announcement by National Wages Consultative Council (NWCC), The Associated Chinese Chambers of Commerce and Industry of Malaysia (ACCCIM) was invited to a luncheon meeting with Minister of Human Resources on 21st March 2013. ACCCIM was represented by Dato' Lim Kok Cheong (President) and Datuk Ter Leong Yap (Deputy President) while YB Datuk Seri Dr. S. Subramaniam was accompanied by Dato' Seri Zainal Rahim bin Seman, Secretary General of MOHR.

Matters discussed during the 1 hour meeting include various issues on the implementation of Minimum Wage. ACCCIM welcomed the Government's recent decision to defer the minimum wage for foreign workers of SMEs, and sought clarification from the Minister on various details that caused confusion due to differing announcements made by relevant authorities, including allowances that can be deducted from the FW's minimum wage, calculation of basic salary for part-time and contract employees etc.

ACCCIM also requested the Minister to appoint ACCCIM as member of NWCC to present views and comments of the business community and iron out problems before the minimum wage scheme is fully implemented on 1st January 2014. Meanwhile, ACCCIM also urged NWCC to consider Productivity Linked Wage System (PLWS) when they review the quantum of Minimum Wage every two years to ensure the sustainable development of industries.

Both the Minister and Secretary General of MOHR agreed to conduct a briefing with ACCCIM to explain on the details of Minimum Wage and various HR issues including Labour Act and Employment Act. ACCCIM will organise the briefing as soon as possible.

Deferment of implementation of minimum wage for foreign workers in respect of SMEs until 1st January 2014 has eased the plight of SMEs. ACCCIM will closely monitor the development and assist SMEs to resolve their problems.

By ACCCIM

