A BILL

intituled

An Act to amend the Employees' Social Security Act 1969.

[ ]

ENACTED by the Parliament of Malaysia as follows:

Short title and commencement

1. (1) This Act may be cited as the Employees' Social Security (Amendment) Act 2025.

(2) This Act comes into operation on a date to be appointed by the Minister by notification in the *Gazette* and the Minister may appoint different dates for the coming into operation of different provisions of this Act.

Amendment of section 2

2. The Employees' Social Security Act 1969 [*Act 4*], which is referred to as the "principal Act" in this Act, is amended in section 2—

(a) by inserting after subsection (14) the following subsection:

"(14A) "non-employment injury" means a personal injury to the employee caused by accident not arising out of and in the course of his employment in an industry to which this Act applies and shall not include any circumstances specified in section 96B;"; and *(b)* in subsection (23), by inserting after the words "employment injury" the words "or non-employment injury".

Amendment of section 6

3. Section 6 of the principal Act is amended—

(a) by substituting for subsection (2) the following subsection:

"(2) The contributions under subsection (1) shall consist of the following categories:

(a) the contributions of the first category being the contributions payable by or on behalf of the employees insured against the contingencies of invalidity, employment injury and non-employment injury; and

(b) the contributions of the second category being the contributions payable by or on behalf of employees insured against the contingencies of employment injury and non-employment injury.";

(b) by substituting for subsection (4) the following subsection:

"(4) The contributions of the first category shall be paid by the employer and the employee based on the following phases:

(a) First Phase as specified in Part I of the Third Schedule;

(b) Second Phase as specified in Part II of the Third Schedule; and

(c) Third Phase as specified in Part III of the Third Schedule.";

(c) by substituting for subsection (5) the following subsection:

"(5) The contributions of the second category shall be paid by the employer and the employee based on the following phases:

(a) First Phase as specified in Part IV of the Third Schedule;

(b) Second Phase as specified in Part V of the Third Schedule; and

(c) Third Phase as specified in Part VI of the Third Schedule."; and

(d) by inserting after subsection (10) the following subsection:

"(11) For the purposes of this section—

(a) "First Phase" means effective period of the application of paragraphs 4*(a)* and 5*(a)*;

(b) "Second Phase" means effective period of the application of paragraphs 4*(b)* and 5*(b)* which shall commence after the expiry of application of paragraphs 4*(a)* and 5*(a)*;

(c) "Third Phase" means effective period of the application of paragraphs 4*(c)* and 5*(c)* which shall commence after the expiry of application of paragraphs 4*(b)* and 5*(b)*.".

Amendment of section 9

4. Section 9 of the principal Act is amended by inserting after subsection (2) the following subsections:

"(3) In the case of contributions relating to non-employment injury, where the employee has two or more employers at any one time, the employee shall determine only one employer to whom the contributions shall be made.

(4) If the employee does not determine his choice of employer as mentioned under subsection (3), the payment of contributions for the employee shall be determined in the manner and time specified in section 10.".

Amendment of section 15

5. Section 15 of the principal Act is amended—

(a) in paragraph *(b)*, by inserting after the words "an employment injury" the words "or non-employment injury";

(b) in paragraph *(c)*, by inserting after the words "an employment injury" the words "or non-employment injury";

(c) in paragraph *(d)*, by inserting after the words "an employment injury" the words "or non-employment injury"; and

(d) in paragraph *(f)*, by inserting after the words "an employment injury" the words "or non-employment injury".

Amendment of section 22

6. Section 22 of the principal Act is amended in the proviso to the paragraph *(a)* by inserting after the words "employment injury" wherever appearing the words "or non-employment injury".

Amendment of section 26

7. Section 26 of the principal Act is amended—

(a) in subsection (1), by inserting after the words "an employment injury" the words "or non-employment injury"; and

(b) in subsection (2), by inserting after the words "employment injury" the words "or non-employment injury".

Amendment of section 29

8. Subsection 29(1) of the principal Act is amended by inserting after the words "employment injury" the words "or non-employment injury".

Amendment of section 32

9. Paragraph 32*(b)* of the principal Act is amended by inserting after the words "employment injury" the words "or non-employment injury".

Amendment of section 34

10. Subsection 34(2) of the principal Act is amended by inserting after the words "employment injury" the words "or non-employment injury".

Amendment of section 37

11. Subsection 37(1) of the principal Act is amended by inserting after the words "employment injury" the words "or non-employment injury".

Amendment of section 44

12. Section 44 of the principal Act is amended by substituting for the words "No person" the words "Except in the case of non-employment injury, no person".

New sections 44A, 44B and 44C

13. The principal Act is amended by inserting after section 44 the following sections:

"**Accident occurred outside of Malaysia**

44A. An insured person shall not be entitled to any benefit under this Act in respect of disablement as a result of a non-employment injury caused by an accident occurred outside of Malaysia.

Non-entitlement of benefit for non-employment injury in certain cases

44B. An insured person shall not be entitled to any benefit under this Act in respect of disablement as a result of a non-employment injury if the Organization is satisfied that—

(a) the insured person is involved in any act that is punishable under section 93; or

(b) in the case of a foreign worker, the insured person misuses a valid pass or permit issued by the Director General of Immigration or breaches any entry requirements under the Immigration Act 1959/63 [*Act 155*].

Benefits for contingency of non-employment injury

44C. Subject to the provision of the Act, an insured person who is determined by the Organization suffering from disablement as a result of a non-employment injury shall be eligible to all same benefits received as a result of an employment injury under this Act.".

Amendment of section 57A

14. Paragraph 57A*(a)* of the principal Act is amended by inserting after the words "employment injury" the words "or non-employment injury".

Substitution of section 96

15. The principal Act is amended by substituting for section 96 the following section:

"**Insured person and dependant not entitled to receive more than one benefit**

96. (1) An insured person shall not be entitled to receive, for the same period and in respect of the same disablement, invalidity pension and permanent disablement benefit under this Act.

(2) An insured person or a dependant, as the case may be, shall not be entitled to receive both same or similar benefit under this Act and other Acts administered by the Organization, for the same period and in respect of the same or related disablement, invalidity or death.

(3) Where an insured person or a dependant, as the case may be, is entitled to receive both same or similar benefit under subsection (1) or (2), the insured person or dependant may choose which benefit he shall receive for that period and his decision shall be final.".

New sections 96B and 96C

16. The principal Act is amended by inserting after section 96A the following sections:

"**Circumstances not to be considered as non-employment injury**

96B. The following circumstances shall not be considered as a non-employment injury under this Act if—

(a) the accident occurred to the insured person is determined by the Organization to be a self-employment injury under the Self-Employment Social Security Act 2017 [*Act 789*] or a domestic injury under the Housewives' Social Security Act 2022 [*Act 838*]; or

(b) the insured person suffers from any condition caused by any disease.

Entitlement of benefit under the same period and in respect of the same disablement

96C. (1) An insured person or a dependant, as the case may be, shall not be entitled to receive both same or similar benefit under this Act or any other Acts administered by the Organization, for the same period and in respect of the same or related disablement, relating to invalidity or death.

(2) Where an insured person or a dependant, as the case may be, is entitled to receive both same or similar benefit under subsection (1), the insured person or dependant may choose which benefit he shall receive for that period and his decision shall be final.".

Amendment of Third Schedule

17. The principal Act is amended by substituting for the Third Schedule the following schedule:

"THIRD SCHEDULE

[Section 6]

RATES OF CONTRIBUTIONS

1. Contributions of the first and second categories shall be calculated with reference to the monthly wages and shall be paid at the rates indicated below.

2. For the purposes of this Schedule—

(a) "monthly wages" means wages payable to an employee in respect of all wages periods ending in the month; and

(b) "wage period" means the period in respect of which wages earned by an employee are payable.

3. Contributions of the first category are as follows:

CONTRIBUTIONS OF THE FIRST CATEGORY
FIRST PHASE: PART I

(1) *No.*	*(2)* *Monthly wages*	*(3)* *Employer's contribution*		*(4)* *Employee's contribution*		*(5)* *Total*
		(A) *Invalidity*	*(B)* *Employment injury*	*(A)* *Invalidity*	*(B)* *Non-employment injury*	
1.	Wages up to RM30	10 cent	30 cent	10 cent	20 cent	70 cent
2.	When wages exceed RM30 but not RM50	20 cent	50 cent	20 cent	30 cent	RM1.20
3.	When wages exceed RM50 but not RM70	30 cent	80 cent	30 cent	50 cent	RM1.90
4.	When wages exceed RM70 but not RM100	40 cent	RM1.10	40 cent	65 cent	RM2.55
5.	When wages exceed RM100 but not RM140	60 cent	RM1.50	60 cent	90 cent	RM3.60
6.	When wages exceed RM140 but not RM200	85 cent	RM2.10	85 cent	RM1.25	RM5.05
7.	When wages exceed RM200 but not RM300	RM1.25	RM3.10	RM1.25	RM1.85	RM7.45
8.	When wages exceed RM300 but not RM400	RM1.75	RM4.40	RM1.75	RM2.65	RM10.55
9.	When wages exceed RM400 but not RM500	RM2.25	RM5.60	RM2.25	RM3.35	RM13.45
10.	When wages exceed RM500 but not RM600	RM2.75	RM6.90	RM2.75	RM4.15	RM16.55
11.	When wages exceed RM600 but not RM700	RM3.25	RM8.10	RM3.25	RM4.85	RM19.45
12.	When wages exceed RM700 but not RM800	RM3.75	RM9.40	RM3.75	RM5.65	RM22.55
13.	When wages exceed RM800 but not RM900	RM4.25	RM10.60	RM4.25	RM6.35	RM25.45
14.	When wages exceed RM900 but not RM1,000	RM4.75	RM11.90	RM4.75	RM7.15	RM28.55
15.	When wages exceed RM1,000 but not RM1,100	RM5.25	RM13.10	RM5.25	RM7.85	RM31.45
16.	When wages exceed RM1,100 but not RM1,200	RM5.75	RM14.40	RM5.75	RM8.65	RM34.55

(1) No.	*(2) Monthly wages*	*(3) Employer's contribution*		*(4) Employee's contribution*		*(5) Total*
		(A) Invalidity	*(B) Employment injury*	*(A) Invalidity*	*(B) Non-employment injury*	
17.	When wages exceed RM1,200 but not RM1,300	RM6.25	RM15.60	RM6.25	RM9.35	RM37.45
18.	When wages exceed RM1,300 but not RM1,400	RM6.75	RM16.90	RM6.75	RM10.15	RM40.55
19.	When wages exceed RM1,400 but not RM1,500	RM7.25	RM18.10	RM7.25	RM10.85	RM43.45
20.	When wages exceed RM1,500 but not RM1,600	RM7.75	RM19.40	RM7.75	RM11.65	RM46.55
21.	When wages exceed RM1,600 but not RM1,700	RM8.25	RM20.60	RM8.25	RM12.35	RM49.45
22.	When wages exceed RM1,700 but not RM1,800	RM8.75	RM21.90	RM8.75	RM13.15	RM52.55
23.	When wages exceed RM1,800 but not RM1,900	RM9.25	RM23.10	RM9.25	RM13.85	RM55.45
24.	When wages exceed RM1,900 but not RM2,000	RM9.75	RM24.40	RM9.75	RM14.65	RM58.55
25.	When wages exceed RM2,000 but not RM2,100	RM10.25	RM25.60	RM10.25	RM15.35	RM61.45
26.	When wages exceed RM2,100 but not RM2,200	RM10.75	RM26.90	RM10.75	RM16.15	RM64.55
27.	When wages exceed RM2,200 but not RM2,300	RM11.25	RM28.10	RM11.25	RM16.85	RM67.45
28.	When wages exceed RM2,300 but not RM2,400	RM11.75	RM29.40	RM11.75	RM17.65	RM70.55
29.	When wages exceed RM2,400 but not RM2,500	RM12.25	RM30.60	RM12.25	RM18.35	RM73.45
30.	When wages exceed RM2,500 but not RM2,600	RM12.75	RM31.90	RM12.75	RM19.15	RM76.55

(1) *No.*	*(2)* *Monthly wages*	*(3)* *Employer's contribution*		*(4)* *Employee's contribution*		*(5)* *Total*
		(A) *Invalidity*	*(B)* *Employment injury*	*(A)* *Invalidity*	*(B)* *Non-employment injury*	
31.	When wages exceed RM2,600 but not RM2,700	RM13.25	RM33.10	RM13.25	RM19.85	RM79.45
32.	When wages exceed RM2,700 but not RM2,800	RM13.75	RM34.40	RM13.75	RM20.65	RM82.55
33.	When wages exceed RM2,800 but not RM2,900	RM14.25	RM35.60	RM14.25	RM21.35	RM85.45
34.	When wages exceed RM2,900 but not RM3,000	RM14.75	RM36.90	RM14.75	RM22.15	RM88.55
35.	When wages exceed RM3,000 but not RM3,100	RM15.25	RM38.10	RM15.25	RM22.85	RM91.45
36.	When wages exceed RM3,100 but not RM3,200	RM15.75	RM39.40	RM15.75	RM23.65	RM94.55
37.	When wages exceed RM3,200 but not RM3,300	RM16.25	RM40.60	RM16.25	RM24.35	RM97.45
38.	When wages exceed RM3,300 but not RM3,400	RM16.75	RM41.90	RM16.75	RM25.15	RM100.55
39.	When wages exceed RM3,400 but not RM3,500	RM17.25	RM43.10	RM17.25	RM25.85	RM103.45
40.	When wages exceed RM3,500 but not RM3,600	RM17.75	RM44.40	RM17.75	RM26.65	RM106.55
41.	When wages exceed RM3,600 but not RM3,700	RM18.25	RM45.60	RM18.25	RM27.35	RM109.45
42.	When wages exceed RM3,700 but not RM3,800	RM18.75	RM46.90	RM18.75	RM28.15	RM112.55
43.	When wages exceed RM3,800 but not RM3,900	RM19.25	RM48.10	RM19.25	RM28.85	RM115.45
44.	When wages exceed RM3,900 but not RM4,000	RM19.75	RM49.40	RM19.75	RM29.65	RM118.55

(1) No.	*(2) Monthly wages*	*(3) Employer's contribution*		*(4) Employee's contribution*		*(5) Total*
		(A) Invalidity	*(B) Employment injury*	*(A) Invalidity*	*(B) Non-employment injury*	
45.	When wages exceed RM4,000 but not RM4,100	RM20.25	RM50.60	RM20.25	RM30.35	RM121.45
46.	When wages exceed RM4,100 but not RM4,200	RM20.75	RM51.90	RM20.75	RM31.15	RM124.55
47.	When wages exceed RM4,200 but not RM4,300	RM21.25	RM53.10	RM21.25	RM31.85	RM127.45
48.	When wages exceed RM4,300 but not RM4,400	RM21.75	RM54.40	RM21.75	RM32.65	RM130.55
49.	When wages exceed RM4,400 but not RM4,500	RM22.25	RM55.60	RM22.25	RM33.35	RM133.45
50.	When wages exceed RM4,500 but not RM4,600	RM22.75	RM56.90	RM22.75	RM34.15	RM136.55
51.	When wages exceed RM4,600 but not RM4,700	RM23.25	RM58.10	RM23.25	RM34.85	RM139.45
52.	When wages exceed RM4,700 but not RM4,800	RM23.75	RM59.40	RM23.75	RM35.65	RM142.55
53.	When wages exceed RM4,800 but not RM4,900	RM24.25	RM60.60	RM24.25	RM36.35	RM145.45
54.	When wages exceed RM4,900 but not RM5,000	RM24.75	RM61.90	RM24.75	RM37.15	RM148.55
55.	When wages exceed RM5,000 but not RM5,100	RM25.25	RM63.10	RM25.25	RM37.85	RM151.45
56.	When wages exceed RM5,100 but not RM5,200	RM25.75	RM64.40	RM25.75	RM38.65	RM154.55
57.	When wages exceed RM5,200 but not RM5,300	RM26.25	RM65.60	RM26.25	RM39.35	RM157.45

(1) No.	*(2) Monthly wages*	*(3) Employer's contribution*		*(4) Employee's contribution*		*(5) Total*
		(A) Invalidity	*(B) Employment injury*	*(A) Invalidity*	*(B) Non-employment injury*	
58.	When wages exceed RM5,300 but not RM5,400	RM26.75	RM66.90	RM26.75	RM40.15	RM160.55
59.	When wages exceed RM5,400 but not RM5,500	RM27.25	RM68.10	RM27.25	RM40.85	RM163.45
60.	When wages exceed RM5,500 but not RM5,600	RM27.75	RM69.40	RM27.75	RM41.65	RM166.55
61.	When wages exceed RM5,600 but not RM5,700	RM28.25	RM70.60	RM28.25	RM42.35	RM169.45
62.	When wages exceed RM5,700 but not RM5,800	RM28.75	RM71.90	RM28.75	RM43.15	RM172.55
63.	When wages exceed RM5,800 but not RM5,900	RM29.25	RM73.10	RM29.25	RM43.85	RM175.45
64.	When wages exceed RM5,900 but not RM6,000	RM29.75	RM74.40	RM29.75	RM44.65	RM178.55
65.	When wages exceed RM6,000	RM29.75	RM74.40	RM29.75	RM44.65	RM178.55

CONTRIBUTIONS OF THE FIRST CATEGORY
SECOND PHASE: PART II

(1) No.	*(2) Monthly wages*	*(3) Employer's contribution*		*(4) Employee's contribution*		*(5) Total*
		(A) Invalidity	*(B) Employment injury*	*(A) Invalidity*	*(B) Non-employment injury*	
1.	Wages up to RM30	10 cent	30 cent	10 cent	25 cent	75 cent
2.	When wages exceed RM30 but not RM50	20 cent	50 cent	20 cent	40 cent	RM1.30

(1) *No.*	*(2)* *Monthly wages*	*(3)* *Employer's contribution*		*(4)* *Employee's contribution*		*(5)* *Total*
		(A) *Invalidity*	*(B)* *Employment injury*	*(A)* *Invalidity*	*(B)* *Non-employment injury*	
3.	When wages exceed RM50 but not RM70	30 cent	80 cent	30 cent	65 cent	RM2.05
4.	When wages exceed RM70 but not RM100	40 cent	RM1.10	40 cent	90 cent	RM2.80
5.	When wages exceed RM100 but not RM140	60 cent	RM1.50	60 cent	RM1.20	RM3.90
6.	When wages exceed RM140 but not RM200	85 cent	RM2.10	85 cent	RM1.70	RM5.50
7.	When wages exceed RM200 but not RM300	RM1.25	RM3.10	RM1.25	RM2.50	RM8.10
8.	When wages exceed RM300 but not RM400	RM1.75	RM4.40	RM1.75	RM3.50	RM11.40
9.	When wages exceed RM400 but not RM500	RM2.25	RM5.60	RM2.25	RM4.50	RM14.60
10.	When wages exceed RM500 but not RM600	RM2.75	RM6.90	RM2.75	RM5.50	RM17.90
11.	When wages exceed RM600 but not RM700	RM3.25	RM8.10	RM3.25	RM6.50	RM21.10
12.	When wages exceed RM700 but not RM800	RM3.75	RM9.40	RM3.75	RM7.50	RM24.40
13.	When wages exceed RM800 but not RM900	RM4.25	RM10.60	RM4.25	RM8.50	RM27.60
14.	When wages exceed RM900 but not RM1,000	RM4.75	RM11.90	RM4.75	RM9.50	RM30.90
15.	When wages exceed RM1,000 but not RM1,100	RM5.25	RM13.10	RM5.25	RM10.50	RM34.10
16.	When wages exceed RM1,100 but not RM1,200	RM5.75	RM14.40	RM5.75	RM11.50	RM37.40
17.	When wages exceed RM1,200 but not RM1,300	RM6.25	RM15.60	RM6.25	RM12.50	RM40.60
18.	When wages exceed RM1,300 but not RM1,400	RM6.75	RM16.90	RM6.75	RM13.50	RM43.90
19.	When wages exceed RM1,400 but not RM1,500	RM7.25	RM18.10	RM7.25	RM14.50	RM47.10

(1) *No.*	*(2)* *Monthly wages*	*(3)* *Employer's contribution*		*(4)* *Employee's contribution*		*(5)* *Total*
		(A) *Invalidity*	*(B)* *Employment injury*	*(A)* *Invalidity*	*(B)* *Non-employment injury*	
20.	When wages exceed RM1,500 but not RM1,600	RM7.75	RM19.40	RM7.75	RM15.50	RM50.40
21.	When wages exceed RM1,600 but not RM1,700	RM8.25	RM20.60	RM8.25	RM16.50	RM53.60
22.	When wages exceed RM1,700 but not RM1,800	RM8.75	RM21.90	RM8.75	RM17.50	RM56.90
23.	When wages exceed RM1,800 but not RM1,900	RM9.25	RM23.10	RM9.25	RM18.50	RM60.10
24.	When wages exceed RM1,900 but not RM2,000	RM9.75	RM24.40	RM9.75	RM19.50	RM63.40
25.	When wages exceed RM2,000 but not RM2,100	RM10.25	RM25.60	RM10.25	RM20.50	RM66.60
26.	When wages exceed RM2,100 but not RM2,200	RM10.75	RM26.90	RM10.75	RM21.50	RM69.90
27.	When wages exceed RM2,200 but not RM2,300	RM11.25	RM28.10	RM11.25	RM22.50	RM73.10
28.	When wages exceed RM2,300 but not RM2,400	RM11.75	RM29.40	RM11.75	RM23.50	RM76.40
29.	When wages exceed RM2,400 but not RM2,500	RM12.25	RM30.60	RM12.25	RM24.50	RM79.60
30.	When wages exceed RM2,500 but not RM2,600	RM12.75	RM31.90	RM12.75	RM25.50	RM82.90
31.	When wages exceed RM2,600 but not RM2,700	RM13.25	RM33.10	RM13.25	RM26.50	RM86.10
32.	When wages exceed RM2,700 but not RM2,800	RM13.75	RM34.40	RM13.75	RM27.50	RM89.40
33.	When wages exceed RM2,800 but not RM2,900	RM14.25	RM35.60	RM14.25	RM28.50	RM92.60

(1) *No.*	*(2)* *Monthly wages*	*(3)* *Employer's contribution*		*(4)* *Employee's contribution*		*(5)* *Total*
		(A) *Invalidity*	*(B)* *Employment injury*	*(A)* *Invalidity*	*(B)* *Non-employment injury*	
34.	When wages exceed RM2,900 but not RM3,000	RM14.75	RM36.90	RM14.75	RM29.50	RM95.90
35.	When wages exceed RM3,000 but not RM3,100	RM15.25	RM38.10	RM15.25	RM30.50	RM99.10
36.	When wages exceed RM3,100 but not RM3,200	RM15.75	RM39.40	RM15.75	RM31.50	RM102.40
37.	When wages exceed RM3,200 but not RM3,300	RM16.25	RM40.60	RM16.25	RM32.50	RM105.60
38.	When wages exceed RM3,300 but not RM3,400	RM16.75	RM41.90	RM16.75	RM33.50	RM108.90
39.	When wages exceed RM3,400 but not RM3,500	RM17.25	RM43.10	RM17.25	RM34.50	RM112.10
40.	When wages exceed RM3,500 but not RM3,600	RM17.75	RM44.40	RM17.75	RM35.50	RM115.40
41.	When wages exceed RM3,600 but not RM3,700	RM18.25	RM45.60	RM18.25	RM36.50	RM118.60
42.	When wages exceed RM3,700 but not RM3,800	RM18.75	RM46.90	RM18.75	RM37.50	RM121.90
43.	When wages exceed RM3,800 but not RM3,900	RM19.25	RM48.10	RM19.25	RM38.50	RM125.10
44.	When wages exceed RM3,900 but not RM4,000	RM19.75	RM49.40	RM19.75	RM39.50	RM128.40
45.	When wages exceed RM4,000 but not RM4,100	RM20.25	RM50.60	RM20.25	RM40.50	RM131.60
46.	When wages exceed RM4,100 but not RM4,200	RM20.75	RM51.90	RM20.75	RM41.50	RM134.90
47.	When wages exceed RM4,200 but not RM4,300	RM21.25	RM53.10	RM21.25	RM42.50	RM138.10

(1) *No.*	*(2)* *Monthly wages*	*(3)* *Employer's contribution*		*(4)* *Employee's contribution*		*(5)* *Total*
		(A) *Invalidity*	*(B)* *Employment injury*	*(A)* *Invalidity*	*(B)* *Non-employment injury*	
48.	When wages exceed RM4,300 but not RM4,400	RM21.75	RM54.40	RM21.75	RM43.50	RM141.40
49.	When wages exceed RM4,400 but not RM4,500	RM22.25	RM55.60	RM22.25	RM44.50	RM144.60
50.	When wages exceed RM4,500 but not RM4,600	RM22.75	RM56.90	RM22.75	RM45.50	RM147.90
51.	When wages exceed RM4,600 but not RM4,700	RM23.25	RM58.10	RM23.25	RM46.50	RM151.10
52.	When wages exceed RM4,700 but not RM4,800	RM23.75	RM59.40	RM23.75	RM47.50	RM154.40
53.	When wages exceed RM4,800 but not RM4,900	RM24.25	RM60.60	RM24.25	RM48.50	RM157.60
54.	When wages exceed RM4,900 but not RM5,000	RM24.75	RM61.90	RM24.75	RM49.50	RM160.90
55.	When wages exceed RM5,000 but not RM5,100	RM25.25	RM63.10	RM25.25	RM50.50	RM164.10
56.	When wages exceed RM5,100 but not RM5,200	RM25.75	RM64.40	RM25.75	RM51.50	RM167.40
57.	When wages exceed RM5,200 but not RM5,300	RM26.25	RM65.60	RM26.25	RM52.50	RM170.60
58.	When wages exceed RM5,300 but not RM5,400	RM26.75	RM66.90	RM26.75	RM53.50	RM173.90
59.	When wages exceed RM5,400 but not RM5,500	RM27.25	RM68.10	RM27.25	RM54.50	RM177.10
60.	When wages exceed RM5,500 but not RM5,600	RM27.75	RM69.40	RM27.75	RM55.50	RM180.40
61.	When wages exceed RM5,600 but not RM5,700	RM28.25	RM70.60	RM28.25	RM56.50	RM183.60

(1) No.	*(2) Monthly wages*	*(3) Employer's contribution*		*(4) Employee's contribution*		*(5) Total*
		(A) Invalidity	*(B) Employment injury*	*(A) Invalidity*	*(B) Non-employment injury*	
62.	When wages exceed RM5,700 but not RM5,800	RM28.75	RM71.90	RM28.75	RM57.50	RM186.90
63.	When wages exceed RM5,800 but not RM5,900	RM29.25	RM73.10	RM29.25	RM58.50	RM190.10
64.	When wages exceed RM5,900 but not RM6,000	RM29.75	RM74.40	RM29.75	RM59.50	RM193.40
65.	When wages exceed RM6,000	RM29.75	RM74.40	RM29.75	RM59.50	RM193.40

CONTRIBUTIONS OF THE FIRST CATEGORY THIRD PHASE: PART III

(1) No.	*(2) Monthly wages*	*(3) Employer's contribution*		*(4) Employee's contribution*		*(5) Total*
		(A) Invalidity	*(B) Employment injury*	*(A) Invalidity*	*(B) Non-employment injury*	
1.	Wages up to RM30	10 cent	30 cent	10 cent	30 cent	80 cent
2.	When wages exceed RM30 but not RM50	20 cent	50 cent	20 cent	50 cent	RM1.40
3.	When wages exceed RM50 but not RM70	30 cent	80 cent	30 cent	80 cent	RM2.20
4.	When wages exceed RM70 but not RM100	40 cent	RM1.10	40 cent	RM1.10	RM3.00
5.	When wages exceed RM100 but not RM140	60 cent	RM1.50	60 cent	RM1.50	RM4.20
6.	When wages exceed RM140 but not RM200	85 cent	RM2.10	85 cent	RM2.10	RM5.90
7.	When wages exceed RM200 but not RM300	RM1.25	RM3.10	RM1.25	RM3.10	RM8.70
8.	When wages exceed RM300 but not RM400	RM1.75	RM4.40	RM1.75	RM4.40	RM12.30

(1) *No.*	*(2)* *Monthly wages*	*(3)* *Employer's contribution*		*(4)* *Employee's contribution*		*(5)* *Total*
		(A) *Invalidity*	*(B)* *Employment injury*	*(A)* *Invalidity*	*(B)* *Non-employment injury*	
9.	When wages exceed RM400 but not RM500	RM2.25	RM5.60	RM2.25	RM5.60	RM15.70
10.	When wages exceed RM500 but not RM600	RM2.75	RM6.90	RM2.75	RM6.90	RM19.30
11.	When wages exceed RM600 but not RM700	RM3.25	RM8.10	RM3.25	RM8.10	RM22.70
12.	When wages exceed RM700 but not RM800	RM3.75	RM9.40	RM3.75	RM9.40	RM26.30
13.	When wages exceed RM800 but not RM900	RM4.25	RM10.60	RM4.25	RM10.60	RM29.70
14.	When wages exceed RM900 but not RM1,000	RM4.75	RM11.90	RM4.75	RM11.90	RM33.30
15.	When wages exceed RM1,000 but not RM1,100	RM5.25	RM13.10	RM5.25	RM13.10	RM36.70
16.	When wages exceed RM1,100 but not RM1,200	RM5.75	RM14.40	RM5.75	RM14.40	RM40.30
17.	When wages exceed RM1,200 but not RM1,300	RM6.25	RM15.60	RM6.25	RM15.60	RM43.70
18.	When wages exceed RM1,300 but not RM1,400	RM6.75	RM16.90	RM6.75	RM16.90	RM47.30
19.	When wages exceed RM1,400 but not RM1,500	RM7.25	RM18.10	RM7.25	RM18.10	RM50.70
20.	When wages exceed RM1,500 but not RM1,600	RM7.75	RM19.40	RM7.75	RM19.40	RM54.30
21.	When wages exceed RM1,600 but not RM1,700	RM8.25	RM20.60	RM8.25	RM20.60	RM57.70
22.	When wages exceed RM1,700 but not RM1,800	RM8.75	RM21.90	RM8.75	RM21.90	RM61.30
23.	When wages exceed RM1,800 but not RM1,900	RM9.25	RM23.10	RM9.25	RM23.10	RM64.70

(1) No.	*(2) Monthly wages*	*(3) Employer's contribution*		*(4) Employee's contribution*		*(5) Total*
		(A) Invalidity	*(B) Employment injury*	*(A) Invalidity*	*(B) Non-employment injury*	
24.	When wages exceed RM1,900 but not RM2,000	RM9.75	RM24.40	RM9.75	RM24.40	RM68.30
25.	When wages exceed RM2,000 but not RM2,100	RM10.25	RM25.60	RM10.25	RM25.60	RM71.70
26.	When wages exceed RM2,100 but not RM2,200	RM10.75	RM26.90	RM10.75	RM26.90	RM75.30
27.	When wages exceed RM2,200 but not RM2,300	RM11.25	RM28.10	RM11.25	RM28.10	RM78.70
28.	When wages exceed RM2,300 but not RM2,400	RM11.75	RM29.40	RM11.75	RM29.40	RM82.30
29.	When wages exceed RM2,400 but not RM2,500	RM12.25	RM30.60	RM12.25	RM30.60	RM85.70
30.	When wages exceed RM2,500 but not RM2,600	RM12.75	RM31.90	RM12.75	RM31.90	RM89.30
31.	When wages exceed RM2,600 but not RM2,700	RM13.25	RM33.10	RM13.25	RM33.10	RM92.70
32.	When wages exceed RM2,700 but not RM2,800	RM13.75	RM34.40	RM13.75	RM34.40	RM96.30
33.	When wages exceed RM2,800 but not RM2,900	RM14.25	RM35.60	RM14.25	RM35.60	RM99.70
34.	When wages exceed RM2,900 but not RM3,000	RM14.75	RM36.90	RM14.75	RM36.90	RM103.30
35.	When wages exceed RM3,000 but not RM3,100	RM15.25	RM38.10	RM15.25	RM38.10	RM106.70
36.	When wages exceed RM3,100 but not RM3,200	RM15.75	RM39.40	RM15.75	RM39.40	RM110.30
37.	When wages exceed RM3,200 but not RM3,300	RM16.25	RM40.60	RM16.25	RM40.60	RM113.70

(1) *No.*	*(2)* *Monthly wages*	*(3)* *Employer's contribution*		*(4)* *Employee's contribution*		*(5)* *Total*
		(A) *Invalidity*	*(B)* *Employment injury*	*(A)* *Invalidity*	*(B)* *Non-employment injury*	
38.	When wages exceed RM3,300 but not RM3,400	RM16.75	RM41.90	RM16.75	RM41.90	RM117.30
39.	When wages exceed RM3,400 but not RM3,500	RM17.25	RM43.10	RM17.25	RM43.10	RM120.70
40.	When wages exceed RM3,500 but not RM3,600	RM17.75	RM44.40	RM17.75	RM44.40	RM124.30
41.	When wages exceed RM3,600 but not RM3,700	RM18.25	RM45.60	RM18.25	RM45.60	RM127.70
42.	When wages exceed RM3,700 but not RM3,800	RM18.75	RM46.90	RM18.75	RM46.90	RM131.30
43.	When wages exceed RM3,800 but not RM3,900	RM19.25	RM48.10	RM19.25	RM48.10	RM134.70
44.	When wages exceed RM3,900 but not RM4,000	RM19.75	RM49.40	RM19.75	RM49.40	RM138.30
45.	When wages exceed RM4,000 but not RM4,100	RM20.25	RM50.60	RM20.25	RM50.60	RM141.70
46.	When wages exceed RM4,100 but not RM4,200	RM20.75	RM51.90	RM20.75	RM51.90	RM145.30
47.	When wages exceed RM4,200 but not RM4,300	RM21.25	RM53.10	RM21.25	RM53.10	RM148.70
48.	When wages exceed RM4,300 but not RM4,400	RM21.75	RM54.40	RM21.75	RM54.40	RM152.30
49.	When wages exceed RM4,400 but not RM4,500	RM22.25	RM55.60	RM22.25	RM55.60	RM155.70
50.	When wages exceed RM4,500 but not RM4,600	RM22.75	RM56.90	RM22.75	RM56.90	RM159.30
51.	When wages exceed RM4,600 but not RM4,700	RM23.25	RM58.10	RM23.25	RM58.10	RM162.70

(1) No.	(2) Monthly wages	(3) Employer's contribution		(4) Employee's contribution		(5) Total
		(A) Invalidity	(B) Employment injury	(A) Invalidity	(B) Non-employment injury	
52.	When wages exceed RM4,700 but not RM4,800	RM23.75	RM59.40	RM23.75	RM59.40	RM166.30
53.	When wages exceed RM4,800 but not RM4,900	RM24.25	RM60.60	RM24.25	RM60.60	RM169.70
54.	When wages exceed RM4,900 but not RM5,000	RM24.75	RM61.90	RM24.75	RM61.90	RM173.30
55.	When wages exceed RM5,000 but not RM5,100	RM25.25	RM63.10	RM25.25	RM63.10	RM176.70
56.	When wages exceed RM5,100 but not RM5,200	RM25.75	RM64.40	RM25.75	RM64.40	RM180.30
57.	When wages exceed RM5,200 but not RM5,300	RM26.25	RM65.60	RM26.25	RM65.60	RM183.70
58.	When wages exceed RM5,300 but not RM5,400	RM26.75	RM66.90	RM26.75	RM66.90	RM187.30
59.	When wages exceed RM5,400 but not RM5,500	RM27.25	RM68.10	RM27.25	RM68.10	RM190.70
60.	When wages exceed RM5,500 but not RM5,600	RM27.75	RM69.40	RM27.75	RM69.40	RM194.30
61.	When wages exceed RM5,600 but not RM5,700	RM28.25	RM70.60	RM28.25	RM70.60	RM197.70
62.	When wages exceed RM5,700 but not RM5,800	RM28.75	RM71.90	RM28.75	RM71.90	RM201.30
63.	When wages exceed RM5,800 but not RM5,900	RM29.25	RM73.10	RM29.25	RM73.10	RM204.70
64.	When wages exceed RM5,900 but not RM6,000	RM29.75	RM74.40	RM29.75	RM74.40	RM208.30
65.	When wages exceed RM6,000	RM29.75	RM74.40	RM29.75	RM74.40	RM208.30

4. Contributions of the second category are as follows:

CONTRIBUTIONS OF THE SECOND CATEGORY
FIRST PHASE: PART IV

(1) *No.*	*(2)* *Monthly wages*	*(3)* *Employer's contribution (Employment injury)*	*(4)* *Employee's contribution (Non-employment injury)*	*(5)* *Total*
1.	Wages up to RM30	30 cent	20 cent	50 cent
2.	When wages exceed RM30 but not RM50	50 cent	30 cent	80 cent
3.	When wages exceed RM50 but not RM70	80 cent	50 cent	RM1.30
4.	When wages exceed RM70 but not RM100	RM1.10	65 cent	RM1.75
5.	When wages exceed RM100 but not RM140	RM1.50	90 cent	RM2.40
6.	When wages exceed RM140 but not RM200	RM2.10	RM1.25	RM3.35
7.	When wages exceed RM200 but not RM300	RM3.10	RM1.85	RM4.95
8.	When wages exceed RM300 but not RM400	RM4.40	RM2.65	RM7.05
9.	When wages exceed RM400 but not RM500	RM5.60	RM3.35	RM8.95
10.	When wages exceed RM500 but not RM600	RM6.90	RM4.15	RM11.05
11.	When wages exceed RM600 but not RM700	RM8.10	RM4.85	RM12.95
12.	When wages exceed RM700 but not RM800	RM9.40	RM5.65	RM15.05
13.	When wages exceed RM800 but not RM900	RM10.60	RM6.35	RM16.95
14.	When wages exceed RM900 but not RM1,000	RM11.90	RM7.15	RM19.05
15.	When wages exceed RM1,000 but not RM1,100	RM13.10	RM7.85	RM20.95
16.	When wages exceed RM1,100 but not RM1,200	RM14.40	RM8.65	RM23.05
17.	When wages exceed RM1,200 but not RM1,300	RM15.60	RM9.35	RM24.95
18.	When wages exceed RM1,300 but not RM1,400	RM16.90	RM10.15	RM27.05

(1) No.	*(2) Monthly wages*	*(3) Employer's contribution (Employment injury)*	*(4) Employee's contribution (Non-employment injury)*	*(5) Total*
19.	When wages exceed RM1,400 but not RM1,500	RM18.10	RM10.85	RM28.95
20.	When wages exceed RM1,500 but not RM1,600	RM19.40	RM11.65	RM31.05
21.	When wages exceed RM1,600 but not RM1,700	RM20.60	RM12.35	RM32.95
22.	When wages exceed RM1,700 but not RM1,800	RM21.90	RM13.15	RM35.05
23.	When wages exceed RM1,800 but not RM1,900	RM23.10	RM13.85	RM36.95
24.	When wages exceed RM1,900 but not RM2,000	RM24.40	RM14.65	RM39.05
25.	When wages exceed RM2,000 but not RM2,100	RM25.60	RM15.35	RM40.95
26.	When wages exceed RM2,100 but not RM2,200	RM26.90	RM16.15	RM43.05
27.	When wages exceed RM2,200 but not RM2,300	RM28.10	RM16.85	RM44.95
28.	When wages exceed RM2,300 but not RM2,400	RM29.40	RM17.65	RM47.05
29.	When wages exceed RM2,400 but not RM2,500	RM30.60	RM18.35	RM48.95
30.	When wages exceed RM2,500 but not RM2,600	RM31.90	RM19.15	RM51.05
31.	When wages exceed RM2,600 but not RM2,700	RM33.10	RM19.85	RM52.95
32.	When wages exceed RM2,700 but not RM2,800	RM34.40	RM20.65	RM55.05
33.	When wages exceed RM2,800 but not RM2,900	RM35.60	RM21.35	RM56.95
34.	When wages exceed RM2,900 but not RM3,000	RM36.90	RM22.15	RM59.05
35.	When wages exceed RM3,000 but not RM3,100	RM38.10	RM22.85	RM60.95
36.	When wages exceed RM3,100 but not RM3,200	RM39.40	RM23.65	RM63.05
37.	When wages exceed RM3,200 but not RM3,300	RM40.60	RM24.35	RM64.95
38.	When wages exceed RM3,300 but not RM3,400	RM41.90	RM25.15	RM67.05

(1) *No.*	*(2)* *Monthly wages*	*(3)* *Employer's contribution (Employment injury)*	*(4)* *Employee's contribution (Non-employment injury)*	*(5)* *Total*
39.	When wages exceed RM3,400 but not RM3,500	RM43.10	RM25.85	RM68.95
40.	When wages exceed RM3,500 but not RM3,600	RM44.40	RM26.65	RM71.05
41.	When wages exceed RM3,600 but not RM3,700	RM45.60	RM27.35	RM72.95
42.	When wages exceed RM3,700 but not RM3,800	RM46.90	RM28.15	RM75.05
43.	When wages exceed RM3,800 but not RM3,900	RM48.10	RM28.85	RM76.95
44.	When wages exceed RM3,900 but not RM4,000	RM49.40	RM29.65	RM79.05
45.	When wages exceed RM4,000 but not RM4,100	RM50.60	RM30.35	RM80.95
46.	When wages exceed RM4,100 but not RM4,200	RM51.90	RM31.15	RM83.05
47.	When wages exceed RM4,200 but not RM4,300	RM53.10	RM31.85	RM84.95
48.	When wages exceed RM4,300 but not RM4,400	RM54.40	RM32.65	RM87.05
49.	When wages exceed RM4,400 but not RM4,500	RM55.60	RM33.35	RM88.95
50.	When wages exceed RM4,500 but not RM4,600	RM56.90	RM34.15	RM91.05
51.	When wages exceed RM4,600 but not RM4,700	RM58.10	RM34.85	RM92.95
52.	When wages exceed RM4,700 but not RM4,800	RM59.40	RM35.65	RM95.05
53.	When wages exceed RM4,800 but not RM4,900	RM60.60	RM36.35	RM96.95
54.	When wages exceed RM4,900 but not RM5,000	RM61.90	RM37.15	RM99.05
55.	When wages exceed RM5,000 but not RM5,100	RM63.10	RM37.85	RM100.95
56.	When wages exceed RM5,100 but not RM5,200	RM64.40	RM38.65	RM103.05
57.	When wages exceed RM5,200 but not RM5,300	RM65.60	RM39.35	RM104.95
58.	When wages exceed RM5,300 but not RM5,400	RM66.90	RM40.15	RM107.05

(1) No.	*(2) Monthly wages*	*(3) Employer's contribution (Employment injury)*	*(4) Employee's contribution (Non-employment injury)*	*(5) Total*
59.	When wages exceed RM5,400 but not RM5,500	RM68.10	RM40.85	RM108.95
60.	When wages exceed RM5,500 but not RM5,600	RM69.40	RM41.65	RM111.05
61.	When wages exceed RM5,600 but not RM5,700	RM70.60	RM42.35	RM112.95
62.	When wages exceed RM5,700 but not RM5,800	RM71.90	RM43.15	RM115.05
63.	When wages exceed RM5,800 but not RM5,900	RM73.10	RM43.85	RM116.95
64.	When wages exceed RM5,900 but not RM6,000	RM74.40	RM44.65	RM119.05
65.	When wages exceed RM6,000	RM74.40	RM44.65	RM119.05

CONTRIBUTIONS OF THE SECOND CATEGORY
SECOND PHASE: PART V

(1) No.	*(2) Monthly wages*	*(3) Employer's contribution (Employment injury)*	*(4) Employee's contribution (Non-employment injury)*	*(5) Total*
1.	Wages up to RM30	30 cent	25 cent	55 cent
2.	When wages exceed RM30 but not RM50	50 cent	40 cent	90 cent
3.	When wages exceed RM50 but not RM70	80 cent	65 cent	RM1.45
4.	When wages exceed RM70 but not RM100	RM1.10	90 cent	RM2.00
5.	When wages exceed RM100 but not RM140	RM1.50	RM1.20	RM2.70
6.	When wages exceed RM140 but not RM200	RM2.10	RM1.70	RM3.80
7.	When wages exceed RM200 but not RM300	RM3.10	RM2.50	RM5.60
8.	When wages exceed RM300 but not RM400	RM4.40	RM3.50	RM7.90
9.	When wages exceed RM400 but not RM500	RM5.60	RM4.50	RM10.10

(1) *No.*	*(2)* *Monthly wages*	*(3)* *Employer's contribution (Employment injury)*	*(4)* *Employee's contribution (Non-employment injury)*	*(5)* *Total*
10.	When wages exceed RM500 but not RM600	RM6.90	RM5.50	RM12.40
11.	When wages exceed RM600 but not RM700	RM8.10	RM6.50	RM14.60
12.	When wages exceed RM700 but not RM800	RM9.40	RM7.50	RM16.90
13.	When wages exceed RM800 but not RM900	RM10.60	RM8.50	RM19.10
14.	When wages exceed RM900 but not RM1,000	RM11.90	RM9.50	RM21.40
15.	When wages exceed RM1,000 but not RM1,100	RM13.10	RM10.50	RM23.60
16.	When wages exceed RM1,100 but not RM1,200	RM14.40	RM11.50	RM25.90
17.	When wages exceed RM1,200 but not RM1,300	RM15.60	RM12.50	RM28.10
18.	When wages exceed RM1,300 but not RM1,400	RM16.90	RM13.50	RM30.40
19.	When wages exceed RM1,400 but not RM1,500	RM18.10	RM14.50	RM32.60
20.	When wages exceed RM1,500 but not RM1,600	RM19.40	RM15.50	RM34.90
21.	When wages exceed RM1,600 but not RM1,700	RM20.60	RM16.50	RM37.10
22.	When wages exceed RM1,700 but not RM1,800	RM21.90	RM17.50	RM39.40
23.	When wages exceed RM1,800 but not RM1,900	RM23.10	RM18.50	RM41.60
24.	When wages exceed RM1,900 but not RM2,000	RM24.40	RM19.50	RM43.90
25.	When wages exceed RM2,000 but not RM2,100	RM25.60	RM20.50	RM46.10
26.	When wages exceed RM2,100 but not RM2,200	RM26.90	RM21.50	RM48.40
27.	When wages exceed RM2,200 but not RM2,300	RM28.10	RM22.50	RM50.60
28.	When wages exceed RM2,300 but not RM2,400	RM29.40	RM23.50	RM52.90
29.	When wages exceed RM2,400 but not RM2,500	RM30.60	RM24.50	RM55.10

(1) No.	*(2) Monthly wages*	*(3) Employer's contribution (Employment injury)*	*(4) Employee's contribution (Non-employment injury)*	*(5) Total*
30.	When wages exceed RM2,500 but not RM2,600	RM31.90	RM25.50	RM57.40
31.	When wages exceed RM2,600 but not RM2,700	RM33.10	RM26.50	RM59.60
32.	When wages exceed RM2,700 but not RM2,800	RM34.40	RM27.50	RM61.90
33.	When wages exceed RM2,800 but not RM2,900	RM35.60	RM28.50	RM64.10
34.	When wages exceed RM2,900 but not RM3,000	RM36.90	RM29.50	RM66.40
35.	When wages exceed RM3,000 but not RM3,100	RM38.10	RM30.50	RM68.60
36.	When wages exceed RM3,100 but not RM3,200	RM39.40	RM31.50	RM70.90
37.	When wages exceed RM3,200 but not RM3,300	RM40.60	RM32.50	RM73.10
38.	When wages exceed RM3,300 but not RM3,400	RM41.90	RM33.50	RM75.40
39.	When wages exceed RM3,400 but not RM3,500	RM43.10	RM34.50	RM77.60
40.	When wages exceed RM3,500 but not RM3,600	RM44.40	RM35.50	RM79.90
41.	When wages exceed RM3,600 but not RM3,700	RM45.60	RM36.50	RM82.10
42.	When wages exceed RM3,700 but not RM3,800	RM46.90	RM37.50	RM84.40
43.	When wages exceed RM3,800 but not RM3,900	RM48.10	RM38.50	RM86.60
44.	When wages exceed RM3,900 but not RM4,000	RM49.40	RM39.50	RM88.90
45.	When wages exceed RM4,000 but not RM4,100	RM50.60	RM40.50	RM91.10
46.	When wages exceed RM4,100 but not RM4,200	RM51.90	RM41.50	RM93.40
47.	When wages exceed RM4,200 but not RM4,300	RM53.10	RM42.50	RM95.60

(1) *No.*	*(2)* *Monthly wages*	*(3)* *Employer's contribution (Employment injury)*	*(4)* *Employee's contribution (Non-employment injury)*	*(5)* *Total*
48.	When wages exceed RM4,300 but not RM4,400	RM54.40	RM43.50	RM97.90
49.	When wages exceed RM4,400 but not RM4,500	RM55.60	RM44.50	RM100.10
50.	When wages exceed RM4,500 but not RM4,600	RM56.90	RM45.50	RM102.40
51.	When wages exceed RM4,600 but not RM4,700	RM58.10	RM46.50	RM104.60
52.	When wages exceed RM4,700 but not RM4,800	RM59.40	RM47.50	RM106.90
53.	When wages exceed RM4,800 but not RM4,900	RM60.60	RM48.50	RM109.10
54.	When wages exceed RM4,900 but not RM5,000	RM61.90	RM49.50	RM111.40
55.	When wages exceed RM5,000 but not RM5,100	RM63.10	RM50.50	RM113.60
56.	When wages exceed RM5,100 but not RM5,200	RM64.40	RM51.50	RM115.90
57.	When wages exceed RM5,200 but not RM5,300	RM65.60	RM52.50	RM118.10
58.	When wages exceed RM5,300 but not RM5,400	RM66.90	RM53.50	RM120.40
59.	When wages exceed RM5,400 but not RM5,500	RM68.10	RM54.50	RM122.60
60.	When wages exceed RM5,500 but not RM5,600	RM69.40	RM55.50	RM124.90
61.	When wages exceed RM5,600 but not RM5,700	RM70.60	RM56.50	RM127.10
62.	When wages exceed RM5,700 but not RM5,800	RM71.90	RM57.50	RM129.40
63.	When wages exceed RM5,800 but not RM5,900	RM73.10	RM58.50	RM131.60
64.	When wages exceed RM5,900 but not RM6,000	RM74.40	RM59.50	RM133.90
65.	When wages exceed RM6,000	RM74.40	RM59.50	RM133.90

CONTRIBUTIONS OF THE SECOND CATEGORY
THIRD PHASE: PART VI

(1) *No.*	*(2)* *Monthly wages*	*(3)* *Employer's contribution (Employment injury)*	*(4)* *Employee's contribution (Non-employment injury)*	*(5)* *Total*
1.	Wages up to RM30	30 cent	30 cent	60 cent
2.	When wages exceed RM30 but not RM50	50 cent	50 cent	RM1.00
3.	When wages exceed RM50 but not RM70	80 cent	80 cent	RM1.60
4.	When wages exceed RM70 but not RM100	RM1.10	RM1.10	RM2.20
5.	When wages exceed RM100 but not RM140	RM1.50	RM1.50	RM3.00
6.	When wages exceed RM140 but not RM200	RM2.10	RM2.10	RM4.20
7.	When wages exceed RM200 but not RM300	RM3.10	RM3.10	RM6.20
8.	When wages exceed RM300 but not RM400	RM4.40	RM4.40	RM8.80
9.	When wages exceed RM400 but not RM500	RM5.60	RM5.60	RM11.20
10.	When wages exceed RM500 but not RM600	RM6.90	RM6.90	RM13.80
11.	When wages exceed RM600 but not RM700	RM8.10	RM8.10	RM16.20
12.	When wages exceed RM700 but not RM800	RM9.40	RM9.40	RM18.80
13.	When wages exceed RM800 but not RM900	RM10.60	RM10.60	RM21.20
14.	When wages exceed RM900 but not RM1,000	RM11.90	RM11.90	RM23.80
15.	When wages exceed RM1,000 but not RM1,100	RM13.10	RM13.10	RM26.20
16.	When wages exceed RM1,100 but not RM1,200	RM14.40	RM14.40	RM28.80
17.	When wages exceed RM1,200 but not RM1,300	RM15.60	RM15.60	RM31.20
18.	When wages exceed RM1,300 but not RM1,400	RM16.90	RM16.90	RM33.80
19.	When wages exceed RM1,400 but not RM1,500	RM18.10	RM18.10	RM36.20

(1) *No.*	*(2)* *Monthly wages*	*(3)* *Employer's contribution (Employment injury)*	*(4)* *Employee's contribution (Non-employment injury)*	*(5)* *Total*
20.	When wages exceed RM1,500 but not RM1,600	RM19.40	RM19.40	RM38.80
21.	When wages exceed RM1,600 but not RM1,700	RM20.60	RM20.60	RM41.20
22.	When wages exceed RM1,700 but not RM1,800	RM21.90	RM21.90	RM43.80
23.	When wages exceed RM1,800 but not RM1,900	RM23.10	RM23.10	RM46.20
24.	When wages exceed RM1,900 but not RM2,000	RM24.40	RM24.40	RM48.80
25.	When wages exceed RM2,000 but not RM2,100	RM25.60	RM25.60	RM51.20
26.	When wages exceed RM2,100 but not RM2,200	RM26.90	RM26.90	RM53.80
27.	When wages exceed RM2,200 but not RM2,300	RM28.10	RM28.10	RM56.20
28.	When wages exceed RM2,300 but not RM2,400	RM29.40	RM29.40	RM58.80
29.	When wages exceed RM2,400 but not RM2,500	RM30.60	RM30.60	RM61.20
30.	When wages exceed RM2,500 but not RM2,600	RM31.90	RM31.90	RM63.80
31.	When wages exceed RM2,600 but not RM2,700	RM33.10	RM33.10	RM66.20
32.	When wages exceed RM2,700 but not RM2,800	RM34.40	RM34.40	RM68.80
33.	When wages exceed RM2,800 but not RM2,900	RM35.60	RM35.60	RM71.20
34.	When wages exceed RM2,900 but not RM3,000	RM36.90	RM36.90	RM73.80
35.	When wages exceed RM3,000 but not RM3,100	RM38.10	RM38.10	RM76.20
36.	When wages exceed RM3,100 but not RM3,200	RM39.40	RM39.40	RM78.80
37.	When wages exceed RM3,200 but not RM3,300	RM40.60	RM40.60	RM81.20
38.	When wages exceed RM3,300 but not RM3,400	RM41.90	RM41.90	RM83.80
39.	When wages exceed RM3,400 but not RM3,500	RM43.10	RM43.10	RM86.20

(1) *No.*	*(2)* *Monthly wages*	*(3)* *Employer's contribution (Employment injury)*	*(4)* *Employee's contribution (Non-employment injury)*	*(5)* *Total*
40.	When wages exceed RM3,500 but not RM3,600	RM44.40	RM44.40	RM88.80
41.	When wages exceed RM3,600 but not RM3,700	RM45.60	RM45.60	RM91.20
42.	When wages exceed RM3,700 but not RM3,800	RM46.90	RM46.90	RM93.80
43.	When wages exceed RM3,800 but not RM3,900	RM48.10	RM48.10	RM96.20
44.	When wages exceed RM3,900 but not RM4,000	RM49.40	RM49.40	RM98.80
45.	When wages exceed RM4,000 but not RM4,100	RM50.60	RM50.60	RM101.20
46.	When wages exceed RM4,100 but not RM4,200	RM51.90	RM51.90	RM103.80
47.	When wages exceed RM4,200 but not RM4,300	RM53.10	RM53.10	RM106.20
48.	When wages exceed RM4,300 but not RM4,400	RM54.40	RM54.40	RM108.80
49.	When wages exceed RM4,400 but not RM4,500	RM55.60	RM55.60	RM111.20
50.	When wages exceed RM4,500 but not RM4,600	RM56.90	RM56.90	RM113.80
51.	When wages exceed RM4,600 but not RM4,700	RM58.10	RM58.10	RM116.20
52.	When wages exceed RM4,700 but not RM4,800	RM59.40	RM59.40	RM118.80
53.	When wages exceed RM4,800 but not RM4,900	RM60.60	RM60.60	RM121.20
54.	When wages exceed RM4,900 but not RM5,000	RM61.90	RM61.90	RM123.80
55.	When wages exceed RM5,000 but not RM5,100	RM63.10	RM63.10	RM126.20
56.	When wages exceed RM5,100 but not RM5,200	RM64.40	RM64.40	RM128.80
57.	When wages exceed RM5,200 but not RM5,300	RM65.60	RM65.60	RM131.20
58.	When wages exceed RM5,300 but not RM5,400	RM66.90	RM66.90	RM133.80
59.	When wages exceed RM5,400 but not RM5,500	RM68.10	RM68.10	RM136.20

(1) *No.*	*(2)* *Monthly wages*	*(3)* *Employer's contribution (Employment injury)*	*(4)* *Employee's contribution (Non-employment injury)*	*(5)* *Total*
60.	When wages exceed RM5,500 but not RM5,600	RM69.40	RM69.40	RM138.80
61.	When wages exceed RM5,600 but not RM5,700	RM70.60	RM70.60	RM141.20
62.	When wages exceed RM5,700 but not RM5,800	RM71.90	RM71.90	RM143.80
63.	When wages exceed RM5,800 but not RM5,900	RM73.10	RM73.10	RM146.20
64.	When wages exceed RM5,900 but not RM6,000	RM74.40	RM74.40	RM148.80
65.	When wages exceed RM6,000	RM74.40	RM74.40	RM148.80 ".

Amendment of Fourth Schedule

18. The principal Act is amended in the Fourth Schedule—

(a) by substituting for paragraph 1 the following paragraph:

"**1.** (1) The daily rate of benefit is as follows:

(a) for temporary disablement, an amount equivalent to eighty per cent of the assumed average daily wage for employment injury and non-employment injury provided that for non-employment injury—

(i) an amount equivalent to forty-eight per cent of the assumed average daily wage for the First Phase;

(ii) an amount equivalent to sixty-four per cent of the assumed average daily wage for the Second Phase; and

(iii) an amount equivalent to eighty per cent of the assumed average daily wage for the Third Phase; and *(b)* for permanent total disablement, an amount equivalent to ninety per cent of the assumed average daily wage for employment injury and non-employment injury provided that for non-employment injury—

(i) an amount equivalent to fifty-four per cent of the assumed average daily wage for the First Phase;

(ii) an amount equivalent to seventy-two per cent of the assumed average daily wage for the Second Phase; and

(iii) an amount equivalent to ninety per cent of the assumed average daily wage for the Third Phase.

(2) For the purposes of this paragraph, "assumed average daily wage" means the assumed average daily wage of the insured person who sustains the employment injury and non-employment injury resulting in such disablement.";

(b) in paragraph 3, by inserting after the words "employment injury" the words "or non-employment injury";

(c) in paragraph 4, by substituting for the Schedule the following schedule:

"

(1) *No.*	*(2)* *Actual monthly wage of the month*	*(3)* *First Phase*		*(4)* *Second Phase*		*(5)* *Third Phase*		*(6)* *Corresponding assumed monthly wage for the month*
		(A) *First Category*	*(B)* *Second Category*	*(A)* *First Category*	*(B)* *Second Category*	*(A)* *First Category*	*(B)* *Second Category*	
1.	Wages up to RM30	70 cent	50 cent	75 cent	55 cent	80 cent	60 cent	RM20
2.	When wages exceed RM30 but not RM50	RM1.20	80 cent	RM1.30	90 cent	RM1.40	RM1.00	RM40

(1) *No.*	*(2)* *Actual monthly wage of the month*	*(3)* *First Phase*		*(4)* *Second Phase*		*(5)* *Third Phase*		*(6)* *Corresponding assumed monthly wage for the month*
		(A) *First Category*	*(B)* *Second Category*	*(A)* *First Category*	*(B)* *Second Category*	*(A)* *First Category*	*(B)* *Second Category*	
3.	When wages exceed RM50 but not RM70	RM1.90	RM1.30	RM2.05	RM1.45	RM2.20	RM1.60	RM60
4.	When wages exceed RM70 but not RM100	RM2.55	RM1.75	RM2.80	RM2.00	RM3.00	RM2.20	RM85
5.	When wages exceed RM100 but not RM140	RM3.60	RM2.40	RM3.90	RM2.70	RM4.20	RM3.00	RM120
6.	When wages exceed RM140 but not RM200	RM5.05	RM3.35	RM5.50	RM3.80	RM5.90	RM4.20	RM170
7.	When wages exceed RM200 but not RM300	RM7.45	RM4.95	RM8.10	RM5.60	RM8.70	RM6.20	RM250
8.	When wages exceed RM300 but not RM400	RM10.55	RM7.05	RM11.40	RM7.90	RM12.30	RM8.80	RM350
9.	When wages exceed RM400 but not RM500	RM13.45	RM8.95	RM14.60	RM10.10	RM15.70	RM11.20	RM450

(1) No.	*(2) Actual monthly wage of the month*	*(3) First Phase*		*(4) Second Phase*		*(5) Third Phase*		*(6) Corresponding assumed monthly wage for the month*
		(A) First Category	*(B) Second Category*	*(A) First Category*	*(B) Second Category*	*(A) First Category*	*(B) Second Category*	
10.	When wages exceed RM500 but not RM600	RM16.55	RM11.05	RM17.90	RM12.40	RM19.30	RM13.80	RM550
11.	When wages exceed RM600 but not RM700	RM19.45	RM12.95	RM21.10	RM14.60	RM22.70	RM16.20	RM650
12.	When wages exceed RM700 but not RM800	RM22.55	RM15.05	RM24.40	RM16.90	RM26.30	RM18.80	RM750
13.	When wages exceed RM800 but not RM900	RM25.45	RM16.95	RM27.60	RM19.10	RM29.70	RM21.20	RM850
14.	When wages exceed RM900 but not RM1,000	RM28.55	RM19.05	RM30.90	RM21.40	RM33.30	RM23.80	RM950
15.	When wages exceed RM1,000 but not RM1,100	RM31.45	RM20.95	RM34.10	RM23.60	RM36.70	RM26.20	RM1,050
16.	When wages exceed RM1,100 but not RM1,200	RM34.55	RM23.05	RM37.40	RM25.90	RM40.30	RM28.80	RM1,150

(1) No.	*(2) Actual monthly wage of the month*	*(3) First Phase*		*(4) Second Phase*		*(5) Third Phase*		*(6) Corresponding assumed monthly wage for the month*
		(A) First Category	*(B) Second Category*	*(A) First Category*	*(B) Second Category*	*(A) First Category*	*(B) Second Category*	
17.	When wages exceed RM1,200 but not RM1,300	RM37.45	RM24.95	RM40.60	RM28.10	RM43.70	RM31.20	RM1,250
18.	When wages exceed RM1,300 but not RM1,400	RM40.55	RM27.05	RM43.90	RM30.40	RM47.30	RM33.80	RM1,350
19.	When wages exceed RM1,400 but not RM1,500	RM43.45	RM28.95	RM47.10	RM32.60	RM50.70	RM36.20	RM1,450
20.	When wages exceed RM1,500 but not RM1,600	RM46.55	RM31.05	RM50.40	RM34.90	RM54.30	RM38.80	RM1,550
21.	When wages exceed RM1,600 but not RM1,700	RM49.45	RM32.95	RM53.60	RM37.10	RM57.70	RM41.20	RM1,650
22.	When wages exceed RM1,700 but not RM1,800	RM52.55	RM35.05	RM56.90	RM39.40	RM61.30	RM43.80	RM1,750
23.	When wages exceed RM1,800 but not RM1,900	RM55.45	RM36.95	RM60.10	RM41.60	RM64.70	RM46.20	RM1,850

(1) No.	*(2) Actual monthly wage of the month*	*(3) First Phase*		*(4) Second Phase*		*(5) Third Phase*		*(6) Corresponding assumed monthly wage for the month*
		(A) First Category	*(B) Second Category*	*(A) First Category*	*(B) Second Category*	*(A) First Category*	*(B) Second Category*	
24.	When wages exceed RM1,900 but not RM2,000	RM58.55	RM39.05	RM63.40	RM43.90	RM68.30	RM48.80	RM1,950
25.	When wages exceed RM2,000 but not RM2,100	RM61.45	RM40.95	RM66.60	RM46.10	RM71.70	RM51.20	RM2,050
26.	When wages exceed RM2,100 but not RM2,200	RM64.55	RM43.05	RM69.90	RM48.40	RM75.30	RM53.80	RM2,150
27.	When wages exceed RM2,200 but not RM2,300	RM67.45	RM44.95	RM73.10	RM50.60	RM78.70	RM56.20	RM2,250
28.	When wages exceed RM2,300 but not RM2,400	RM70.55	RM47.05	RM76.40	RM52.90	RM82.30	RM58.80	RM2,350
29.	When wages exceed RM2,400 but not RM2,500	RM73.45	RM48.95	RM79.60	RM55.10	RM85.70	RM61.20	RM2,450
30.	When wages exceed RM2,500 but not RM2,600	RM76.55	RM51.05	RM82.90	RM57.40	RM89.30	RM63.80	RM2,550

(1) No.	*(2) Actual monthly wage of the month*	*(3) First Phase*		*(4) Second Phase*		*(5) Third Phase*		*(6) Corresponding assumed monthly wage for the month*
		(A) First Category	*(B) Second Category*	*(A) First Category*	*(B) Second Category*	*(A) First Category*	*(B) Second Category*	
31.	When wages exceed RM2,600 but not RM2,700	RM79.45	RM52.95	RM86.10	RM59.60	RM92.70	RM66.20	RM2,650
32.	When wages exceed RM2,700 but not RM2,800	RM82.55	RM55.05	RM89.40	RM61.90	RM96.30	RM68.80	RM2,750
33.	When wages exceed RM2,800 but not RM2,900	RM85.45	RM56.95	RM92.60	RM64.10	RM99.70	RM71.20	RM2,850
34.	When wages exceed RM2,900 but not RM3,000	RM88.55	RM59.05	RM95.90	RM66.40	RM103.30	RM73.80	RM2,950
35.	When wages exceed RM3,000 but not RM3,100	RM91.45	RM60.95	RM99.10	RM68.60	RM106.70	RM76.20	RM3,050
36.	When wages exceed RM3,100 but not RM3,200	RM94.55	RM63.05	RM102.40	RM70.90	RM110.30	RM78.80	RM3,150
37.	When wages exceed RM3,200 but not RM3,300	RM97.45	RM64.95	RM105.60	RM73.10	RM113.70	RM81.20	RM3,250

(1) No.	*(2) Actual monthly wage of the month*	*(3) First Phase*		*(4) Second Phase*		*(5) Third Phase*		*(6) Corresponding assumed monthly wage for the month*
		(A) First Category	*(B) Second Category*	*(A) First Category*	*(B) Second Category*	*(A) First Category*	*(B) Second Category*	
38.	When wages exceed RM3,300 but not RM3,400	RM100.55	RM67.05	RM108.90	RM75.40	RM117.30	RM83.80	RM3,350
39.	When wages exceed RM3,400 but not RM3,500	RM103.45	RM68.95	RM112.10	RM77.60	RM120.70	RM86.20	RM3,450
40.	When wages exceed RM3,500 but not RM3,600	RM106.55	RM71.05	RM115.40	RM79.90	RM124.30	RM88.80	RM3,550
41.	When wages exceed RM3,600 but not RM3,700	RM109.45	RM72.95	RM118.60	RM82.10	RM127.70	RM91.20	RM3,650
42.	When wages exceed RM3,700 but not RM3,800	RM112.55	RM75.05	RM121.90	RM84.40	RM131.30	RM93.80	RM3,750
43.	When wages exceed RM3,800 but not RM3,900	RM115.45	RM76.95	RM125.10	RM86.60	RM134.70	RM96.20	RM3,850
44.	When wages exceed RM3,900 but not RM4,000	RM118.55	RM79.05	RM128.40	RM88.90	RM138.30	RM98.80	RM3,950

(1) No.	*(2) Actual monthly wage of the month*	*(3) First Phase*		*(4) Second Phase*		*(5) Third Phase*		*(6) Corresponding assumed monthly wage for the month*
		(A) First Category	*(B) Second Category*	*(A) First Category*	*(B) Second Category*	*(A) First Category*	*(B) Second Category*	
45.	When wages exceed RM4,000 but not RM4,100	RM121.45	RM80.95	RM131.60	RM91.10	RM141.70	RM101.20	RM4,050
46.	When wages exceed RM4,100 but not RM4,200	RM124.55	RM83.05	RM134.90	RM93.40	RM145.30	RM103.80	RM4,150
47.	When wages exceed RM4,200 but not RM4,300	RM127.45	RM84.95	RM138.10	RM95.60	RM148.70	RM106.20	RM4,250
48.	When wages exceed RM4,300 but not RM4,400	RM130.55	RM87.05	RM141.40	RM97.90	RM152.30	RM108.80	RM4,350
49.	When wages exceed RM4,400 but not RM4,500	RM133.45	RM88.95	RM144.60	RM100.10	RM155.70	RM111.20	RM4,450
50.	When wages exceed RM4,500 but not RM4,600	RM136.55	RM91.05	RM147.90	RM102.40	RM159.30	RM113.80	RM4,550
51.	When wages exceed RM4,600 but not RM4,700	RM139.45	RM92.95	RM151.10	RM104.60	RM162.70	RM116.20	RM4,650

(1) No.	*(2) Actual monthly wage of the month*	*(3) First Phase*		*(4) Second Phase*		*(5) Third Phase*		*(6) Corresponding assumed monthly wage for the month*
		(A) First Category	*(B) Second Category*	*(A) First Category*	*(B) Second Category*	*(A) First Category*	*(B) Second Category*	
52.	When wages exceed RM4,700 but not RM4,800	RM142.55	RM95.05	RM154.40	RM106.90	RM166.30	RM118.80	RM4,750
53.	When wages exceed RM4,800 but not RM4,900	RM145.45	RM96.95	RM157.60	RM109.10	RM169.70	RM121.20	RM4,850
54.	When wages exceed RM4,900 but not RM5,000	RM148.55	RM99.05	RM160.90	RM111.40	RM173.30	RM123.80	RM4,950
55.	When wages exceed RM5,000 but not RM5,100	RM151.45	RM100.95	RM164.10	RM113.60	RM176.70	RM126.20	RM5,050
56.	When wages exceed RM5,100 but not RM5,200	RM154.55	RM103.05	RM167.40	RM115.90	RM180.30	RM128.80	RM5,150
57.	When wages exceed RM5,200 but not RM5,300	RM157.45	RM104.95	RM170.60	RM118.10	RM183.70	RM131.20	RM5,250
58.	When wages exceed RM5,300 but not RM5,400	RM160.55	RM107.05	RM173.90	RM120.40	RM187.30	RM133.80	RM5,350

(1) *No.*	*(2)* *Actual monthly wage of the month*	*(3)* *First Phase*		*(4)* *Second Phase*		*(5)* *Third Phase*		*(6)* *Corresponding assumed monthly wage for the month*
		(A) *First Category*	*(B)* *Second Category*	*(A)* *First Category*	*(B)* *Second Category*	*(A)* *First Category*	*(B)* *Second Category*	
59.	When wages exceed RM5,400 but not RM5,500	RM163.45	RM108.95	RM177.10	RM122.60	RM190.70	RM136.20	RM5,450
60.	When wages exceed RM5,500 but not RM5,600	RM166.55	RM111.05	RM180.40	RM124.90	RM194.30	RM138.80	RM5,550
61.	When wages exceed RM5,600 but not RM5,700	RM169.45	RM112.95	RM183.60	RM127.10	RM197.70	RM141.20	RM5,650
62.	When wages exceed RM5,700 but not RM5,800	RM172.55	RM115.05	RM186.90	RM129.40	RM201.30	RM143.80	RM5,750
63.	When wages exceed RM5,800 but not RM5,900	RM175.45	RM116.95	RM190.10	RM131.60	RM204.70	RM146.20	RM5,850
64.	When wages exceed RM5,900 but not RM6,000	RM178.55	RM119.05	RM193.40	RM133.90	RM208.30	RM148.80	RM5,950
65.	When wages exceed RM6,000	RM178.55	RM119.05	RM193.40	RM133.90	RM208.30	RM148.80	RM5,950

";

(d) in paragraph 4A—

(i) by inserting after the words "employment injury" wherever appearing the words "or non-employment injury"; and

(ii) by substituting for the words "the daily rate of benefit admissible for temporary disablement shall be equal to eighty per cent and permanent total disablement shall be equal to ninety per cent of the average assumed monthly wage of a person employed in similar work by the same employer or any employer in the same locality divided by thirty" the words "the daily rate of benefit admissible for—

(a) temporary disablement shall be as specified in subsubparagraph 1(1)*(a)*; and

(b) permanent total disablement shall be as specified in subsubparagraph 1(1)*(b)*,

of the average assumed monthly wage of a person employed in similar work by the same employer or any employer in the same locality divided by thirty";

(e) in paragraph 5, by inserting after the words "employment injury" wherever appearing the words "or non-employment injury";

(f) in subparagraph 8(i), by inserting after the words "employment injury" the words "or non-employment injury"; and

(g) in subparagraph 9*(a)*, by inserting after the words "employment injury" the words "or non-employment injury".

EXPLANATORY STATEMENT

This Bill seeks to amend the Employees' Social Security Act 1969 ("Act 4"). The proposed amendment seeks to introduce a new social security scheme namely Non-Employment Accident Injury Scheme ("new scheme") which extends social security protection to employees for accidents occurred outside working hours and not related to his employment.

2. *Clause 1* contains the short title and commencement of the proposed Act and empowers the Minister to appoint different dates for the coming into operation of different provisions of the proposed Act.

3. *Clause 2* seeks to amend section 2 of Act 4.

Subclause 2(a) seeks to insert new subsection 2(14A) into Act 4 to provide for the definition of "non-employment injury" as a consequence of the introduction of the new scheme.

Subclause 2(b) seeks to amend subsection 2(23) of Act 4 to insert the words "or non-employment injury" in the definition of "temporary disablement" as a consequence of the introduction of the new scheme.

4. *Clause 3* seeks to amend section 6 of Act 4.

Subclause 3(a) seeks to substitute subsection 6(2) of Act 4 to provide contributions of the first category and second category to also include rates of contributions by the employee for non-employment injury as a consequence of the introduction of new scheme into Act 4.

Subclause 3(b) seeks to substitute subsection 6(4) of Act 4 to provide that contributions of the first category shall be paid by the employer and employee in accordance with the First Phase, Second Phase and Third Phase as specified in the proposed new Parts I, II and III of the Third Schedule.

Subclause 3(c) seeks to substitute subsection 6(5) of Act 4 to provide that contributions of the second category shall be paid by the employer and employee in accordance with the First Phase, Second Phase and Third Phase as specified in the proposed new Parts IV, V and VI of the Third Schedule.

Subclause 3(d) seeks to insert the new subsection 6(11) into Act 4 to provide for the definitions relating to the First Phase, Second Phase and Third Phase as a consequence of the proposed amendments in *subclauses 3(b)* and *3(c)*.

5. *Clause 4* seeks to amend section 9 of Act 4 to insert the new subsections (3) and (4) into Act 4. The proposed amendment provides that if the employee has more than one employer at one time, the employee shall determine the employer who shall make the deduction of contributions on his behalf. This *clause* also provides where the employee does not determine the employer who shall make the deduction of contributions on his behalf, the manner and time of payment of contributions for that employee shall be determined as specified in section 10 of Act 4.

6. *Clause 5* seeks to amend paragraphs 15*(b)*, *(c)*, *(d)* and *(f)* of Act 4.

Subclause 5(a) seeks to amend paragraph 15*(b)* of Act 4 to provide that an insured person suffering from disablement as a result of non-employment injury shall also be entitled to disablement benefit.

Subclause 5(b) seeks to amend paragraph 15*(c)* of Act 4 to provide that the dependants of an insured person who dies as a result of non-employment injury shall also be entitled to dependants' benefit.

Subclause 5(c) seeks to amend paragraph 15*(d)* of Act 4 to provide that an insured person who dies as a result of non-employment injury shall also be entitled to funeral benefit.

Subclause 5(d) seeks to amend paragraph 15*(f)* of Act 4 to provide that an insured person suffering from disablement as a result of non-employment injury shall also be entitled to medical benefit.

7. *Clause 6* seeks to amend the proviso to paragraph 22*(a)* of Act 4 to provide that an insured person suffering from an accident as a result of non-employment injury shall also be entitled to temporary disablement benefit through periodic payment for the period of such disablement.

8. *Clause 7* seeks to amend subsections 26(1) and (2) of Act 4 to provide for the manner of payment to the dependant relating to dependants' benefit on the death of an insured person as a result of non-employment injury.

9. *Clause 8* seeks to amend subsection 29(1) of Act 4 to provide for the manner of payment to the dependant relating to funeral benefit as a result of non-employment injury.

10. *Clause 9* seeks to amend paragraph 32*(b)* of Act 4 to empower medical board to determine any questions on whether the relevant non-employment injury has resulted in permanent disablement.

11. *Clause 10* seeks to amend subsection 34(2) of Act 4 to empower medical board to review any decisions and any assessment of the extent of the disablement as a result of non-employment injury.

12. *Clause 11* seeks to amend subsection 37(1) of Act 4 to provide for medical benefit to also include an insured person who sustained any injury as a result of accident due to non-employment injury.

13. *Clause 12* seeks to amend section 44 of Act 4 to provide that an insured person is entitled to disablement benefit for temporary disablement as a result of non-employment injury in respect of any days on which he works and receives wages.

14. *Clause 13* seeks to insert new sections 44A, 44B and 44C into Act 4.

The proposed new section 44A seeks to provide that an insured person is not entitled to any benefit in respect of disablement as a result of non-employment injury caused by an accident occurred outside of Malaysia.

The proposed new section 44B seeks to provide that an insured person is not entitled to any benefit in respect of disablement due to non-employment injury if the Organization is satisfied that the insured person involves in any act punishable under section 93 of Act 4 or in the case of a foreign worker, if the insured person misuses a valid pass or permit issued by the Director General of Immigration or breaches any entry requirements to Malaysia under the Immigration Act 1959/63 [*Act 155*].

The proposed new section 44C seeks to provide that an insured person who is determined by the Organization suffering from disablement as a result of non-employment injury, the insured person shall be eligible to all same benefits received as a result from employment injury under Act 4.

15. *Clause 14* seeks to amend paragraph 57A*(a)* to provide for education benefit in the form of loans or scholarships may also be provided for dependants' children of insured person who die as a result of a non-employment injury.

16. *Clause 15* seeks to substitute for section 96 of Act 4. The proposed amendment seeks to provide that an insured person or dependant is not entitled to more than one benefit in the following circumstances:

(a) the insured person shall not be allowed to receive, for the same period and in respect of the same disability, both the invalidity pension and the permanent disablement benefit under Act 4; and

(b) the insured person or dependant, as the case may be, shall not be entitled to both the same or similar benefits under Act 4 and other Acts administered by the Organization, for the same period and in respect of the same or related disablement, invalidity or death.

This *clause* also provides that if the insured person or dependant, as the case may be, is entitled to both same or similar benefits under condition *(a)* or *(b)*, he may choose which of the benefits he shall receive for that period and the decision of the insured person or dependant shall be final.

17. *Clause 16* seeks to insert the new sections 96B and 96C.

The proposed new section 96B provides for circumstances that are not considered as non-employment injury if—

(a) the accident occurs to the insured person is determined by the Organization to be a self-employment injury under the Self-Employment Social Security Act 2017 [*Act 789*] or a domestic injury under the Housewives' Social Security Act 2022 [*Act 838*]; and

(b) an insured person suffers from any condition caused by any disease.

The proposed new section 96C seeks to provide that an insured person or a dependant, as the case may be, shall not be entitled to both the same or similar benefits under this Act and other Acts administered by the Organization, for the same period and in respect of the same or related disablement, relating to invalidity or death. The proposed amendment also seeks to provide that the insured person or the dependant may choose the benefits he shall receive for that period and the decision of the insured person or dependant shall be final.

18. *Clause* 17 seeks to substitute for the Third Schedule of Act 4 with the new Third Schedule to provide for the rates of contributions of the first category in paragraph 3 of the Schedule for contingency of invalidity, employment injury and non-employment injury payable by the employer and employee according to the First Phase, Second Phase and Third Phase. The commencement period for the First Phase, Second Phase and Third Phase is as prescribed by the Minister.

This *clause* also seeks to provide for the rates of contributions for the second category in paragraph 4 of the Schedule for contingency of employment injury and non-employment injury payable by the employer and employee according to the First Phase, Second Phase and Third Phase. The commencement period for the First Phase, Second Phase and Third Phase is as prescribed by the Minister.

19. *Clause 18* seeks to amend the Fourth Schedule of Act 4.

Subclause 18(a) seeks to amend subparagraph 1(1) of the Fourth Schedule of Act 4 to provide for the daily rate for temporary disablement benefit which includes non-employment injury as provided under the First Phase, Second Phase and Third Phase.

This *subclause* also seeks to provide for the calculation of the daily rate for permanent total disablement benefit to include non-employment injury in accordance with the First Phase, Second Phase and Third Phase. The proposed amendment also seeks to define the words “the assumed average daily wage”.

Subclause 18(b) seeks to amend paragraph 3 of the Fourth Schedule of Act 4 to provide for the calculation for the assumed average monthly wage which also applicable for non-employment injury.

Subclause 18(c) seeks to substitute for the Schedule in paragraph 4 of the Fourth Schedule of Act 4. The proposed new schedule seeks to provide for the assumed monthly wages for the contributions of the first category and second category as provided under the First Phase, Second Phase and Third Phase.

Subclause 18(d) seeks to amend paragraph 4A of the Fourth Schedule of Act 4 to provide for the calculation of the assumed average monthly wage for the temporary disablement benefit and permanent total disablement benefit in relation to employment injury and non-employment injury.

Subclause 18(e) seeks to amend paragraph 5 of the Fourth Schedule of Act 4 to expand the power of the Minister to prescribe the minimum daily rate of benefit for temporary disablement or permanent total disablement under the new scheme.

Subclause 18(f) seeks to amend paragraph 8(i) of the Fourth Schedule of Act 4 to provide for the daily rate of benefit for dependants' benefit for widow or widower for employment injury and non-employment injury.

Subclause 18(g) seeks to amend paragraph 9*(a)* of the Fourth Schedule of Act 4 to provide for the daily rate of the dependants' benefit to other dependant if the deceased of insured person does not leave a widow, widower or child for employment injury and non-employment injury.

FINANCIAL IMPLICATIONS

This Bill will not involve the Government in any financial expenditure.

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