

ADVERTISING EXPATRIATE VACANCIES ON MYFUTUREJOBS

(Applicable to Peninsular Malaysia and The Federal Territories)



1 What is meant by “expatriates” subject to advertising requirements on the MYFutureJobs Portal by PERKESO ?

- “Expatriates” subject to advertising requirements on the MYFutureJobs Portal by PERKESO are non-citizen workers who wish to be employed by employers, subject to Employment Pass issued by the Immigration Department of Malaysia (JIM).

2 What is the advertisement requirement for hiring expatriates?

- Effective 15 June 2023, employers intending to hire expatriates must advertise vacancies for at least 14 days on MYFutureJobs, an employment portal under the purview of the **Ministry of Human Resources (KESUMA)**.
- However, there are positions that fall under exemption. Kindly refer to **Answer No. 18** for the details.

3 What Portal will be used by employers to advertise job vacancies?

- Employers are required to advertise vacancies via **www.myfuturejobs.gov.my**.
- It is mandatory for employers to complete all the job details including position name, academic qualification, the basic salary with additional allowances if applicable, job scope, skills and competencies for each job advertisement on the MYFutureJobs Portal.

4 What are the responsibilities of the employers before submitting an application for expatriate?

- Employers must be registered with and contributing to PERKESO.

5 What are the standard regulations of advertisement for employers to adhere?

- Advertisement on the MYFutureJobs Portal is limited to one job title per advertisement. Employers are not allowed to advertise multiple job titles in one advertisement. The example for approved advertisement is "Senior Human Resource Executive" (one job title), while the example for a disapproved advertisement is "Senior Human Resource Executive/Human Resource Manager" (two job title).
- The job title advertised must be the same with the one that will be submitted to Approving Agency and the Immigration Department of Malaysia. Different job titles will affect the application process at the Approving Agency and the Immigration Department of Malaysia.

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- Employers must provide the job descriptions in detail including the foreign language requirements (if any) to explain the job scope precisely.
- All mandatory information to advertise in MYFutureJobs Portal must be completed. The user manual for advertising can be accessed through the official PERKESO website at www.perkeso.gov.my via the link <https://www.perkeso.gov.my/pengiklanan-myfuturejobs-bagi-penggajian-pegawai-dagang.html>
- Employers must ensure that all the advertising prerequisites for hiring expatriates are followed as per below;
 - i. Tick the "Foreign/expatriate application" checkbox.
 - ii. Select the "Expatriate" radio button.
 - iii. Fill in the correct number of vacancies in the "Expatriate" field.
 - iv. Fill in the actual salary information, which includes the basic salary along with any additional allowances (if any).
 - v. Provide the years of experience required.
- Failure to complete the indicator will result in the advertising and application data not being processed by PERKESO.
- Job advertisements must be made through the MYFutureJobs company's account. Advertising job vacancies using another company's account or agent is prohibited as the approvals will be granted only to the company that has advertised and submitted the application.

6 What are the responsibilities of the employers after advertising vacancies on MYFutureJobs Portal?

- Employers are required to conduct an interview session with PERKESO after advertising the vacancy.
- However, the employers are allowed to conduct interviews on their own initiative, and they must notify PERKESO via written email at least 5 days before submitting the Hiring Outcome Report. The duration is necessary for PERKESO officer to verify the interview process conducted by employers.

7 What kind of assistance that employers can obtain from PERKESO when seeking local talent?

- Employers can contact the nearest PERKESO Office to seek assistance in sourcing for local talent and conducting interviews.
- PERKESO officer will communicate with the employers to offer local talent interview services after the vacancies have been advertised in MYFutureJobs Portal.

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8 What are the steps for the employer after advertising and conducting interviews?

- Employers must complete the **Hiring Outcome Report (HOR)** once the interview has been conducted. The completed HOR must be verified by the PERKESO officer.
- Employers must ensure that the details in the **Hiring Outcome Report (HOR)** are completed and verified with a signature, along with the company's official stamp by the Chief Executive Officer / Managing Director / General Manager / Manager.
- Employers must upload the **Hiring Outcome Report (HOR)** through MYFutureJobs Portal after 14th days of advertising.
- Each application will be evaluated according to the vacancy advertising period in the MYFutureJobs Portal and the interview sessions conducted with local talent.
- Approval from PERKESO will be based on the efforts of hiring suitable local talent.
- *Surat Perakuan Pengiklanan* will be sent to the employer's email from PERKESO via email papd@perkeso.gov.my within 3 working days after completed application received by PERKESO.
- The application will not be processed if any incomplete or inaccurate information is given in the **Hiring Outcome Report (HOR)**.

Example: Scenario 1

Company ABC Sdn Bhd intends to hire an expatriate for the position of Software Engineer with salary RM15,000. However, the company is not required to advertise the job advertisement on MYFutureJobs Portal and can directly submit the application via ESD (Xpats Gateway) as the position falls under the category of automatic exemption. Positions that qualify for automatic exemption do not require a supporting letter from PERKESO are listed in **Answer No. 18**.

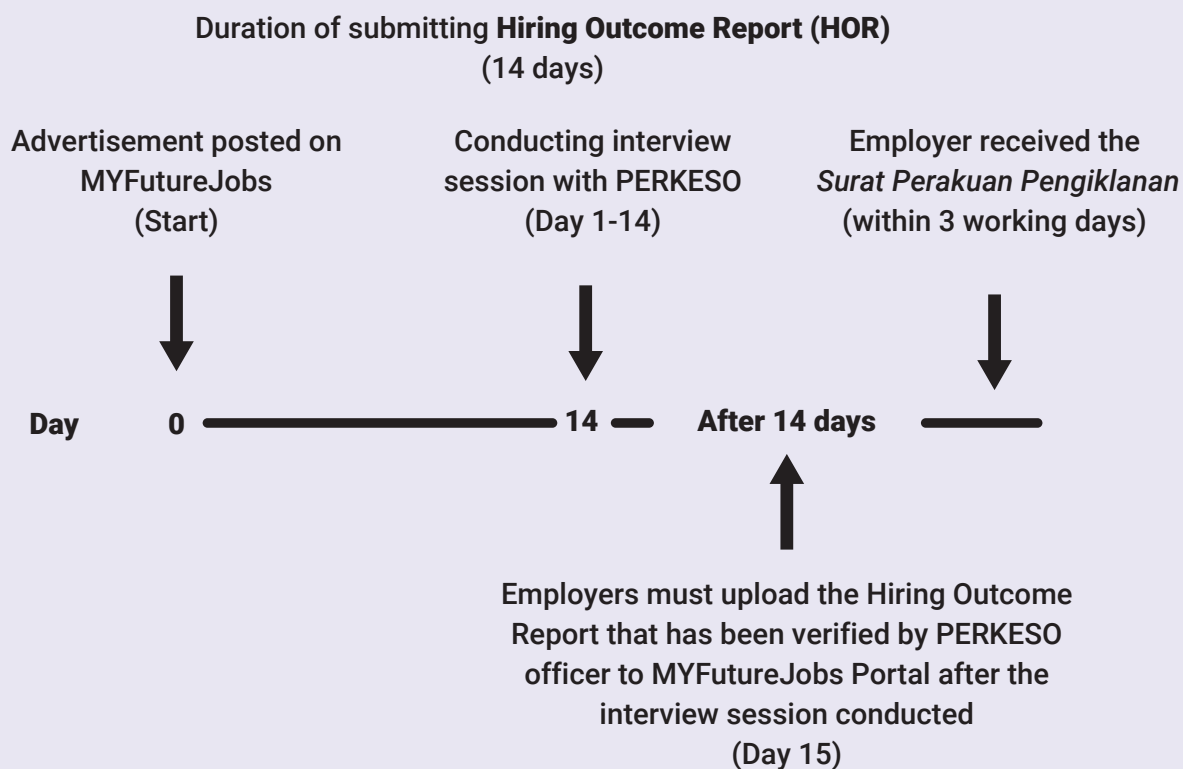
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Example: Scenario 2

Company ABC Sdn Bhd intends to hire an expatriate for the position of Senior Engineer with a salary of RM8,000. The company has to go through the job advertisement process on the MYFutureJobs Portal while concurrently submitting the application to the Approving Agency via ESD (Xpats Gateway).



9 What actions can PERKESO take if the information provided in the Hiring Outcome Report is found dubious, inaccurate or false?

PERKESO may take the following actions;

- Reject all expatriate applications submitted by the employer.
- Revoke approval and invalidate Surat Perakuan Pengiklanan issued to the employer via email.
- Suspend or postpone all expatriate applications until inspectorate reviews are completed.
- Take legal action through reports to the Royal Malaysia Police (PDRM), Malaysia Anti-Corruption Commission (SPRM) or any other relevant authorities.

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10 Do employers need to obtain Surat Perakuan Pengiklanan before submitting an application to the Approving Agency?

- **Yes.** For expatriate applications that are not exempt from advertising, employers must obtain approval from PERKESO through *Surat Perakuan Pengiklanan* before submitting to the Approving Agency.
- If approval is granted, *Surat Perakuan Pengiklanan* will be sent to the employer via email from papd@perkeso.gov.my after the **Hiring Outcome Report (HOR)** has been uploaded and processed.

11 Will the actions and efforts for localisation verified by PERKESO affect the decision on expatriate application?

- **Yes.** PERKESO will consider each employer's application based on the results of efforts in collaboration with PERKESO or on the employer's own initiative for hiring local talent.
- The application will not be considered if the employer does not conduct an interview with PERKESO and does not provide prior notification to PERKESO if conducting the interview on their own initiative.

12 How long is the *Surat Perakuan Pengiklanan* valid for?

- The *Surat Perakuan Pengiklanan* is valid for 6 months from the date of issuance. Employers need to expedite their application to the relevant Approving Agency or the Immigration Department of Malaysia (JIM) within the validity period of the letter.
- However, if the validity of *Surat Perakuan Pengiklanan* has expired, the employers are **required to submit a new application** as stated in **Answer No. 8**.

13 Are changes made on the job titles within the same company exempted from re-advertisement?

- Changes in the job title, with or without different job scope, must go through the re-advertising process on the MYFutureJobs Portal for 14 days, along with the steps stated in **Answer No. 8**.
- Employers need to consult with the Approving Agency or the Immigration Department of Malaysia (JIM) for guidance on the procedures and requirements for changes of job title.

14 Do all expatriate's applications need to go through an Approving Agency?

- **Yes.** All applications for expatriate positions must go through the relevant Approving Agency and subsequently through the Immigration Department of Malaysia (JIM) to obtain an Employment Pass.
- The employers need to go through the advertising process concurrently on MYFutureJobs Portal and Xpats Gateway. Employers are encouraged to advertise earlier to obtain *Surat Perakuan Pengiklanan*.

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15 Is re-advertising still required for the purpose of Employment Pass renewal?

- **No.** Employers do not need to re-advertise the vacancy or conduct interviews to renew an expatriate's Employment Pass.
- Employers must directly apply to the Immigration Department of Malaysia (JIM) for the renewal of the Employment Pass.

16 Are employers allowed to submit appeals if the applications are not supported?

- **Yes.** Employers can submit an appeal if they have followed the process outlined in **Answer No. 8**.
- Employers can submit appeals via email to papd@perkeso.gov.my.
- Documents required for appeal submissions can be referred to **Appendix 6**.

17 Does this policy apply to public-sector employers?

- **Yes.** All departments and agencies in the government sector, including Local Authorities and Statutory Bodies, must advertise vacancies on the MYFutureJobs Portal before hiring any expatriate.
- Positions exempted from advertising are mentioned in **Answer No. 18**.

18 Which positions are exempt from these requirements?

- Senior Management (C-Suite, Directors, etc.)**
High-level executive positions such as the Chief Executive Officer and the Director of Operations and equivalent.
- Positions Offering Salaries of RM15,000 and Above**
Positions where the monthly basic salary is at least RM15,000 and above.
- Representative Office / Regional Office (RERO)**
REROs are established by foreign companies or organizations in Malaysia carrying out certain activities on behalf of their headquarters. REROs do not engage in commercial activities and do not need to be registered under the Companies Act 1965. Employers must receive approval from Approving Agencies before hiring expatriates to staff for REROs.
- Investors / Shareholders / Company Owners**
Investors / shareholders / company owners who hold at least 30% equity and are directly involved in operations, e.g. as an Executive Director.

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v. Corporate Transfers / Placements / Trade Agreements

Expatriates who are assigned to work in a Malaysian branch / subsidiary by their parent company for training / exchange / knowledge and experience-sharing purposes.

vi. International Organisations

Organisations covered under the International Organisation (Privileges and Immunities) Act [Act 485] may appoint expatriates as Foreign Recruited Staff (FRS).

vii. Sport Sector (Athletes)

Foreign athletes recruited to join Malaysian sporting organisations / clubs.

viii. Renewal of the Employment Pass

Employment Pass holders in Malaysia are typically eligible for renewal as long as they continue to meet the required criteria, including the validity of their current pass and the terms of their employment. If there are no changes in position name, academic qualifications, salary and job scope, employers may directly apply to the Immigration Department for an extension of the Employment Pass.

19 Do positions that are automatically exempted still require *Surat Perakuan Pengiklanan*?

- **No.** All positions under automatic exemption categories, employers do not need to obtain any supporting documents from PERKESO. Employers may directly proceed with the relevant Approving Agency and Immigration Department of Malaysia (JIM).

20 Does advertising on MYFutureJobs Portal for hiring of foreign workers/ non-resident or expatriates a requirement in Sabah and Sarawak?

- Yes. Advertising on MYFutureJobs Portal should also be implemented by employers who wish to hire foreign workers/non-residents and expatriates in Sabah and Sarawak.
- However, employers should refer to the Department of Labour Sabah and Sabah Immigration Department or Department of Labour Sarawak and Sarawak Immigration Department for the hiring application procedures of foreign workers/non-resident and expatriate.
- Please refer to the FAQs on PERKESO's official website.

Frequently Asked Questions (FAQs) No. 1 of 2024 is effective from 1 September 2024. For any further enquiries, please contact PERKESO Customer Service at **1-300-22-8000 / 03-8091 5300** or e-mail papd@perkeso.gov.my

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APPENDIX 1

HIRING OUTCOME REPORT (HOR)



MYFutureJobs
Your National Employment Service Provider

HIRING OUTCOME REPORT

Note: This report must be submitted after the minimum advertising period of 14 days has ended

A.	Position Title (As posted in MYFutureJobs)	
B.	Company Name	
C.	Company Registration No (SSM/ROB/ROC etc)	
D.	SOCISO Employer Code (If Applicable)	
E.	Employer Mobile No	
F.	Employer Email	
G.	Interview Date & Time	
H.	Interview Location	
I.	Advertisement Link	

NO	NRIC	Name	Mobile No	Email	Gender	Educational Level	Result	Remark (If Failed)
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								

EMPLOYER'S DECLARATION		PERKESO OFFICER'S DECLARATION	
SIGNATURE		SIGNATURE	
Name		Name	
Position		Position	
Date		Date	
Official Stamp of Employer		Official Stamp of PERKESO Officer	

I declare that all information given above is correct and valid. I truly understand that should there be incorrect or false information in this report, may cause delay in processing or potential rejection of the application.

Note:

- This form must be completed on Microsoft Excel. Please download the Excel file from the PERKESO website.
- The employer must complete the details in all sections (A to I).
- Employers need to list all candidates who have been interviewed in the report.
- Employers must ensure that the details in the Hiring Outcome Report are completed and verified with a signature, along with the company's official stamp by the Chief Executive Officer / Managing Director / General Manager / Manager.
- The completed Hiring Outcome Report needs to be verified by the PERKESO officer and submit the Report to PERKESO via email at papd@perkeso.gov.my

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APPENDIX 2

EMPLOYER'S KEY ACCOUNT OFFICER LIST

NO.	EMPLOYER KEY ACCOUNT OFFICER	EMAIL ADDRESS	STATE
1.	Abdul Hafidz Bin. Othman	hafidz.othman@perkeso.gov.my	PENINSULAR MALAYSIA
2.	Murni Faezah Binti. Jalaluddin	faezah.jalaluddin@perkeso.gov.my	
3.	Jasminerah Binti. Abdul Jalil	jasminerah.jalil@perkeso.gov.my	
4.	Atika Syahera Binti. Norhisham	syahera.norhisham@perkeso.gov.my	
5.	Noor Syazeera Binti. Shahbudin	syazeera.shahbudin@perkeso.gov.my	
6.	Nurathikah Binti. Khalid	nurathikah.khalid@perkeso.gov.my	
7.	Nur Iqlima Afifah Binti. Mohd Noor	afifah.noor@perkeso.gov.my	
8.	Mohd Neil Narzryn Bin Mohd Paridi	neil.paridi@perkeso.gov.my	
9.	Kamilia Binti. Ab Kadir	kamilia.kadir@perkeso.gov.my	
10.	Y Kavita A/P. V Yoganathan	y.kavita@perkeso.gov.my	
11.	Muhammad Afiq Bin. Mohd Shahar	afiq.shahar@perkeso.gov.my	
12.	Mohammad Hafizz Bin. Dzulkifli	hafizz.dzulkifli@perkeso.gov.my	
13.	Hazirah Binti. Hassan Hamdani	hazirah.hamdani@perkeso.gov.my	
14.	Nur Diana Binti. Wahid	diana.wahid@perkeso.gov.my	
15.	Nurul Nailah Binti. Zailani	nailah.zailani@perkeso.gov.my	
16.	Khairul 'Ammar Hashim	ammar.hashim@perkeso.gov.my	
17.	Muhammad Ikhwan Bin. Ismail	ikhwan.ismail@perkeso.gov.my	
18.	Nurul Fatnin Aisyah Bt. Razali	fatnin.razali@perkeso.gov.my	
19.	Khadijah Binti Azizan	khadijah.azizan@perkeso.gov.my	
1.	Glory Maclean	glory.maclean@perkeso.gov.my	SABAH
2.	Muhammad Hisyam Bin Amiruddin	hisyam.amiruddin@perkeso.gov.my	
3.	Jumadia Binti Tai Sin Yu	jumadia.yu@perkeso.gov.my	
1.	Mohamad Nazirul Hafiz Bin. Mohamad Yakub (Kuching)	hafiz.yakub@perkeso.gov.my	SARAWAK
2.	Nudra Shafini Binti Mohd Nazari (Kuching)	shafini.nazari@perkeso.gov.my	
3.	Diana Anak Albert (Sibu)	diana.albert@perkeso.gov.my	
4.	Nur Hazirah Binti. Anyut (Miri)	hazirah.anyut@perkeso.gov.my	
5.	Baxter Ryan Anak Adrick Bangun (Bintulu)	ryan.adrick@perkeso.gov.my	

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APPENDIX 3

LIST OF MYFUTUREJOBS CENTERS

NO.	STATE	ADDRESS
1.	Kuala Lumpur	Pejabat PERKESO W.P. Kuala Lumpur No. 155, Jalan Tun Razak, 50400 Kuala Lumpur
2.	Selangor/ Putrajaya	Pejabat PERKESO Negeri Selangor Lot 141, Seksyen 6, Jalan Selangor, 46990 Petaling Jaya, Selangor
3.	Negeri Sembilan	Pejabat PERKESO Negeri Sembilan Lot 3757, Lot 52, Jalan Sg. Ujong, 70000 Seremban, Negeri Sembilan
4.	Malacca	Pejabat PERKESO Negeri Melaka Jalan Persekutuan MITC, Ayer Keroh, Hang Tuah Jaya, 75450 Melaka
5.	Johor	Pejabat PERKESO Negeri Johor No. 26, Jalan Susur 5, Off Jalan Tun Abdul Razak, Larkin, 80200 Johor Bahru, Johor
6.	Pahang	Pejabat PERKESO Negeri Pahang Jalan Mat Kilau, 25000 Kuantan, Pahang
7.	Terengganu	Pejabat PERKESO Negeri Terengganu Lot 2467, Jalan Air Jernih, 20538 Kuala Terengganu, Terengganu
8.	Kelantan	Pejabat PERKESO Negeri Kelantan PT 304 - 307, Seksyen 22, Jalan Kota Darul Naim, 15538 Kota Bharu, Kelantan
9.	Perak	Pejabat PERKESO Negeri Perak No. 83, Jalan Hospital, 30450 Ipoh, Perak
10.	Kedah/ Perlis	Pejabat PERKESO Negeri Kedah Lot. 186, Jalan Teluk Wanjah, 05538 Alor Setar, Kedah

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11.	Penang	Pejabat PERKESO Negeri Pulau Pinang No. 3012, Lebuhraya Tengah 2, 13700 Seberang Jaya, Perai, Pulau Pinang
12.	Sarawak	Pejabat PERKESO Negeri Sarawak Lot 436, Section 54, No. 52 Travillion Commercial Centre, Jalan Padungan, 93100 Kuching, Sarawak
13.	Sabah	Pejabat PERKESO Negeri Sabah No. 11, Lorong Sempelang, Tanjung Aru, 88100 Kota Kinabalu, Sabah

The full list of PERKESO Offices nationwide can be browsed at the following link:

<https://www.perkeso.gov.my/hubungi-kami/pejabat-perkeso-new/ppn-ppp.html>

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APPENDIX 4

LIST OF APPROVING AGENCIES

NO.	APPROVING AGENCY	SCOPE OF COVERAGE
1.	Ministry of Home Affairs (MOHA)	General
2.	Malaysian Investment Development Authority (MIDA)	Manufacturing and selected industrial sectors
3.	Malaysia Digital Economic Corporation (MDEC)	Information technology sector
4.	Public Service Department (JPA)	Government Contract Officer
5.	Central Bank of Malaysia (BNM)	Financial, insurance and banking sectors
6.	Securities Commission (SC)	Securities and future market
7.	Malaysia Global Innovation & Creativity Centre (MAGIC)	Specific programs for the empowerment of entrepreneurship and new enterprises
8.	East Coast Economic Region Development Council (ECERDC)	Companies operating in the East Coast Economic Region
9.	Iskandar Regional Development Authority (IRDA)	Companies operating in Iskandar Malaysia
10.	TalentCorp Berhad (TC)	Sectors under NKEA
11.	Expatriate Committee (JKE)	Sectors that are not listed under the Approving Agency

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APPENDIX 5



**PERTUBUHAN KESELAMATAN SOSIAL
MENARA PERKESO PUTRAJAYA**
8, LEBUH WAWASAN, PRESINT 2, 62100
WILAYAH PERSEKUTUAN PUTRAJAYA
Telefon: 1300-22-8000 E-mel: papd@perkeso.gov.my



Tarikh :21 Ogos 2024

Rujukan Kami : xxxxxx
Nama Syarikat : xxxxxxxx
Kod Majikan PERKESO : xxxxxx
No. Pendaftaran Syarikat : xxxxxx
Perakuan Sah Sehingga : 21 Januari 2025

Tuan/puan

PERAKUAN PENGIKLANAN KEKOSONGAN JAWATAN DALAM PORTAL MYFUTUREJOBS DAN TEMU DUGA PENCARI KERJA TEMPATAN

Dengan segala hormatnya saya diarah merujuk kepada permohonan daripada majikan mengenai perkara tersebut di atas.

2. Sukacita dimaklumkan bahawa permohonan penggajian ekspatriat yang berjawatan xxxxxxxx adalah **DISOKONG** kerana majikan telah mengiklankan jawatan di Portal MYFutureJobs dan melaksanakan aktiviti pencarian pekerja tempatan seperti berikut:

No	Perkara	Butiran
1	Nama Jawatan	xxxxxxx
2	Jumlah Kekosongan	1
3	Pautan Iklan MYFutureJobs	
4	Jumlah Sesi Temu Duga	sesi
5	Jumlah Calon Temu Duga	1 calon
6	Status temu duga	0 calon berjaya

3. Sehubungan dengan itu, pihak majikan boleh mengemukakan permohonan bagi penggajian ekspatriat kepada Agensi Pelulus yang berkaitan untuk pertimbangan dalam tempoh sah laku perakuan ini. Keputusan akhir bagi penggajian ekspatriat dan pas penggajian ekspatriat adalah tertakluk dengan penilaian oleh jawatankuasa di peringkat Agensi Pelulus dan Bahagian Khidmat Ekspatriat, Jabatan Imigresen Malaysia.

4. Sekian untuk perhatian dan tindakan pihak tuan/ puan selanjutnya.

Sekian, terima kasih.

"BERKHIDMAT UNTUK NEGARA"

Saya yang menjalankan amanah,

**KETUA PEGAWAI EKSEKUTIF KUMPULAN
PERTUBUHAN KESELAMATAN SOSIAL**

s.k.

- 1) Ketua Setiausaha Kementerian Sumber Manusia
- 2) Ketua Pengarah Jabatan Tenaga Kerja Semenanjung Malaysia
- 3) Pengarah Bahagian Khidmat Ekspatriat Jabatan Imigresen Malaysia
- 4) Ketua Pejabat Sistem Insurans Pekerjaan Pertubuhan Keselamatan Sosial

(Surat ini adalah melalui cetakan komputer dan tidak memerlukan tandatangan)



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APPENDIX 6

SENARAI SEMAK DOKUMEN BAGI PERMOHONAN RAYUAN			
i) Nama Syarikat	:		
ii) No. Kod Majikan PERKESO	:		
iii) Jawatan	:		
iv) Gaji	:		
v) Bilangan Kekosongan Jawatan	:		
vi) Pautan Pengiklanan di MyFutureJobs	:		
vii) No. Surat Rujukan (Tidak Disokong)	:		
Bil	Perkara	Dokumen Lampiran (Untuk Kegunaan Pegawai PAPD)	
		Ada	Tiada
1	Surat Rasmi Permohonan Rayuan beserta justifikasi penggajian pegawai dagang <i>(Sertakan lampiran)</i>		
2	Nyatakan jumlah kuota yang diberikan oleh Agensi Pelulus (AP)/Agensi Kawat Selia (AKS) <i>(Sertakan bukti lampiran sekiranya ada)</i>		
3	Nyatakan jumlah bilangan bagi kategori penggajian seperti berikut: Pekerja Tempatan : Pegawai Dagang / Pekerja Asing :		
4	Nyatakan tempoh perkhidmatan Pegawai Dagang yang telah diluluskan oleh Xpats Gateway <i>(Sertakan bukti lampiran)</i>		
5	Nyatakan pelan pemindahan pengetahuan dan teknologi ATAU pelan penggantian pegawai dagang kepada bekat tempatan <i>(Sertakan bukti lampiran sekiranya ada)</i>		
6	Kemukakan lampiran Carta Organisasi Syarikat <i>(Merujuk kepada penjawatan pegawai dagang yang dimohon)</i>		
7	Nyatakan jenis mesin/jentera yang digunakan <i>(Sertakan bukti gambar mesin/jentera DAN invoice pembelian mesin/jentera -Tertakluk kepada industri perkilangan dan pembinaan sahaja)</i>		
8	Nyatakan kepakaran ATAU kemahiran yang diperlukan bagi jawatan yang dimohon.		
9	Nyatakan status pegawai dagang yang hendak digajikan sama ada Pengekatan Sedia Ada (Pembaharuan Pas Penggajian Pegawai Dagang) ATAU Penggantian Pegawai Dagang (Penggajian Baru Pegawai Dagang)		
10	Nyatakan sekiranya berlaku perluasan perniagaan <i>(Expansion of Business)</i> .		
11	Adakah pihak majikan terlibat dengan sebarang Projek Khas atau Projek Kerajaan <i>(Sertakan bukti lampiran Letter of Awards LOA sekiranya berkaitan)</i>		
12	Nyatakan status TIER ATAU penerafan SETARA institusi pendidikan (IPITS/International School) <i>(Sertakan bukti lampiran - Tertakluk kepada industri pendidikan sahaja)</i>		
13	Surat Perakuan yang "Tidak Disokong" bagi jawatan yang dimohon untuk permohonan rayuan <i>(Sertakan lampiran)</i>		

EMAIL TEMPLATE TO PERKESO

Email Subject: RAYUAN 20XX : Permohonan Rayuan / Employer Name / Position Name

Example - RAYUAN 2024: Permohonan Rayuan / ABC Sdn Bhd / Software Developer