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INTRODUCTION

Social Security Organisation (SOC SO) was established in 1971 with the main functions to administer, execute and enforce the Employees' Social Security Act 1969 and the Employees' Social Security (General) Regulations 1971.

SOC SO provides social security protections to employees and their dependants through Employment Injury Scheme and Invalidity Scheme. Currently, SOC SO has 52 offices including its Headquarters.



Providing the Best Services
52 SOC SO's Offices Nationwide

PERLIS Kangar

KEDAH Alor Setar Langkawi Sg Petani Kulim

PULAU PINANG Seberang Jaya Georgetown

PERAK Ipoh Taiping Kuala Kangsar Tapah Teluk Intan Sri Manjung

SELANGOR Petaling Jaya Klang Rawang Kajang

WILAYAH PERSEKUTUAN Jalan Ampang (Headquarters) Kuala Lumpur

MELAKA Ayer Keroh

NEGERI SEMBILAN Seremban Kuala Pilah

JOHOR Johor Bahru Muar Batu Pahat Kluang Segamat

PAHANG Kuantan Temerloh Bentong

TERENGGANU Kuala Terengganu Kemaman Dungun

KELANTAN Kota Bharu Kuala Krai

SABAH Kota Kinabalu Tawau Sandakan Lahad Datu Keningau Kota Marudu W.P. Labuan

SARAWAK Kuching Sibu Miri Bintulu Sri Aman Sarikei Kapit Mukah Limbang Serian

ACT AND REGULATIONS

The Employees' Social Security Act 1969 and the Employees' Social Security (General) Regulations 1971 are applicable to all industries having one or more employees.

EMPLOYER

Employers are categorised into two, namely principal employer and immediate employer.

Principal Employer

An employer who directly employs an employee under a contract of service or apprenticeship. All matters relating to services and payment of wages are handled by them.

Immediate Employer

An employer who employs an employee by or through him to perform work under the supervision of a principal employer. This includes a person who has a contract of service with an employee and temporarily lends or lease the service of that employee to a principal employer.

Employer's Responsibility

Principal and immediate employers who employ one or more employees are responsible to register and pay contributions to SOC SO.

The principal employers are also accountable to ensure the registration and payment of contributions for all employees employed by the immediate employer.

The employer is obliged to report all work related accident that befalls their workers within 48 hours of notification.

Registration of Employer and Employee

Employer and its employees must be registered with SOC SO not later than 30 days on which the Act becomes applicable to the industry. For the purpose of registration, an employer is required to complete the Employer's Registration Form (Form 1), Employee's Registration Form (Form 2) together with relevant documents specified (please get the checklist through our website or nearby office).

SOC SO shall be notified of any changes to the name / address / type of proprietorship status of the employer or employees.



Menara PERKESO Main Counter

Cessation of Being An Employer

Any employer who ceases to be an employer (active employer without employee, employer temporarily closed and cease of industry) shall notify of such cessation by submitting to the SOC SO using Form 1A together with other relevant documents within 30 days of such cessation.

Employee's Record

Every employer shall maintain a monthly record with following particulars for each employee:

- ⦿ Name
- ⦿ National Registration Identity Card Number
- ⦿ Occupation
- ⦿ Contribution details
- ⦿ Monthly wages
- ⦿ Allowances

The employees record shall be maintained for 7 years from last entry date.

EMPLOYEE

All eligible Malaysian citizens and permanent residents employees are compulsory to register.

Employee's Eligibility

All employees who are employed under a contract of service or apprenticeship in the private sector and contractual / temporary staff of Federal / State Government as well as Federal / State Statutory Bodies need to be registered and insured under SOC SO. Contribution will be capped at monthly remuneration of RM4,000.00.

Employees exempted from Employees' Social Security Act 1969 coverage are as follows:

- ⦿ Federal and State Government permanent employees
- ⦿ Domestic servants
- ⦿ Self-employed
- ⦿ Sole proprietor or owners of partnership
- ⦿ Spouse/s of a sole proprietor or partners
- ⦿ Foreign workers



DEFINITION OF WAGES

All remuneration payable in money to an employee is taken as wages for purposes of SOC SO contributions. This includes the following payments:

- i. Salary
- ii. Overtime payments
- iii. Commission and service charge
- iv. Payments for leave; such as annual, sick, maternity, rest day, public holidays and etc
- v. Allowances such as incentives, shift, food / meal, cost of living, housing and etc

All payments made to an employee paid at an hourly rate, daily rate, weekly rate, piece or task rate is considered as wages.

However the following payments are not considered as wages:

- i. Payments by an employer to any statutory fund for employees
- ii. Mileage claims
- iii. Gratuity payments or payments for dismissal or retrenchments
- iv. Annual bonus

Note:

For further clarification on definition of wages, kindly contact our SOC SO offices or Customer Service Careline at **1 300 22 8000**.

CONTRIBUTIONS

Employers shall pay a monthly contribution for each eligible employee according to the rates specified under the Act. These contributions are divided into two types:

Contributions of First Category

Contributions payable by or on behalf of the employees insured against the contingencies of Employment Injury Scheme and Invalidity Scheme.

The rates of contribution under this category comprise of 1.75% employer's share and 0.5% employee's monthly wages (refer RATES OF CONTRIBUTION in pages 45 to 47).

Note:

All employees who have not attained 60 years of age are required to contribute under the first category, except those who have attained 55 years of age and have no prior contributions before they reach 55 years.

Contributions of Second Category

The rate of contribution under this category is 1.25% of the employee's monthly wages solely borne by the employer. All employees who have attained the age of 60 are required to contribute under this category for Employment Injury Scheme coverage only (refer RATE OF CONTRIBUTION in pages 45 to 47).

Note:

New employee who has attained 55 years of age should be insured under second category.

Payment of Contribution

Payment of contributions can be made through:

- Internet Banking
- Collection Agent Counter (Form 8A/Compact Disc(CD))/Diskette)
- SOC SO Office Counter (Form 8A/Compact Disc(CD))/Diskette)

Note:

- Self-printed Form 8A (through Payroll System, Microsoft Excel or others) are NOT ALLOWED.
- Compact Disc (CD) and Diskette should be in accordance with SOC SO's format.

A. Payment through Collection Agent Counter

The followings are collection agents appointed by SOC SO to receive contribution payment:

- Maybank Berhad
- RHB Bank Berhad
- Public Bank Berhad
- Post Offices (Sabah and Sarawak only)

B. Payment at SOC SO offices

Payments of contribution shall be made by cheque or money / postal order. Cash payment is NOT ALLOWED.

C. Payment through Internet Banking

Employers need to be registered and have an account with the appointed banks. Further details can be obtained by contacting the following banks:

No	Banks	Channel	Contact
1	Maybank Berhad	Maybank2e.net	03 – 7844 3696 1 300 88 6688
2	CIMB Bank Berhad	BizChannel@CIMB	1 300 888 828
3	RHB Bank Berhad	Reflex	1 300 888 028
4	Public Bank Berhad	PBeBank.com	03 – 2197 5000 1 800 22 5555

No	Banks	Channel	Contact
5	Citibank Berhad	CitiConnect	03 – 2383 0000 (Kuala Lumpur) 04 – 296 000 (Pulau Pinang) 07 – 268 0000 (Johor Bahru) 09 – 509 0000 (Kuantan) 06 – 852 0000 (Melaka) 1 800 82 1010 (Sabah & Sarawak)
6	Ambank Malaysia Berhad	e-AmPayD	03 – 2381 8800
7	Alliance Bank Malaysia Berhad	allianceonline	1 300 80 3388
8	Hong Leong Islamic Bank Berhad	E-Payment	03 – 7626 8899
9	HSBC Bank Malaysia Berhad	HSBCnet	1 300 88 1018
10	Affin Islamic Bank Berhad	affinOnline.com	03 - 5522 3000
11	Bank Islam Malaysia Berhad	e-Banker	03 - 2782 1314 / 15 / 19 03 - 2690 0900
12	OCBC Bank Berhad	Velocity@ocbc	1 300 88 7000

Contribution Payment Period

Contributions payable for any month shall be paid no later than 15th of the succeeding month (eg. contributions for July 2016 must be paid no later than 15 August 2016).

Interest on Late Payment of Contributions

Interest on late payment of contributions will be imposed at a rate of 6% per annum of each day of contributions paid not within the stipulated period.

SOCIAL SECURITY PROTECTION SCHEMES

SOC SO provides two social security protection schemes namely the Employment Injury Scheme and Invalidity Scheme.

EMPLOYMENT INJURY SCHEME

Employment Injury Scheme provides protection to an employee against accident or an occupational disease arising out of and in the course of his employment. The protection under this scheme covers the following:

i. Industrial accident

ii. Commuting accident

- on a route between his place of residence or stay and his place of work
- on a journey made for any reason which is directly connected to his employment
- on a journey between his place of work and the place where he takes his meal during any authorized recess

Note:

An accident that occurs during any interruption or deviation shall not be deemed to arise out of and in the course of his employment.

iii. Accident during emergency

Accident which occurs during an emergency at the employer's premises while in the course of assisting, rescuing, or protecting other people from disaster or danger during an emergency.

iv. Occupational diseases

Diseases resulted from his occupation as described in the Fifth Schedule of Employees' Social Security Act 1969.

Amongst the occupational diseases include:

- Loss of hearing due to continuous excessive noise exposure
- Occupational asthma due to work involving constant exposure to the inhalation of dust or harmful chemical and etc

Benefits under The Employment Injury Scheme

- Medical Benefit
- Temporary Disablement Benefit
- Permanent Disablement Benefit
- Constant-attendance Allowance
- Facilities for Physical / Vocational Rehabilitation
- Dependants' Benefit
- Funeral Benefit
- Education Benefit

1



Medical Benefit

2



Temporary
Disablement Benefit

3



Permanent
Disablement Benefit

4



Constant-attendance
Allowance

5



Facilities for Physical /
Vocational Rehabilitation

6



Dependants' Benefit

7



Funeral Benefit

8



Education Benefit

MEDICAL BENEFIT

Employees suffering from employment injuries or occupational diseases may receive free medical treatment at SOCSO's panel clinic or Government clinic / hospital until they are fully recovered.

For serious injuries, medical care may be obtained from the Government hospital and the employee is eligible for second class ward treatment. Specialist treatment will be provided, if required.

- **Reimbursement**

Employers or employees can claim for reimbursement of expenses incurred in respect of medical treatment at SOCSO's non-panel clinic. Application can be made to SOCSO and the reimbursement is subject to such condition as determined by the Organisation or according to Fees Act 1951.

TEMPORARY DISABLEMENT BENEFIT

- **Period of Temporary Disablement**

Temporary Disablement Benefit is paid for the period the employee is on medical leave certified by a doctor for not less than 4 days including the day of accident. However, Temporary Disablement Benefit will NOT be paid for the days for which the employee works and earns wages during this period.

- **Rate of Temporary Disablement Benefit**

The daily rate of Temporary Disablement Benefit is 80% of the employee's average assumed daily wage. The minimum rate is RM30.00 per day while the maximum rate is RM105.33 per day.

PERMANENT DISABLEMENT BENEFIT

Employees who suffer from permanent disability due to employment injury can apply for this benefit.

- **Rate of Permanent Disablement Benefit**

The daily rate of Permanent Disablement Benefit is 90% of the employee's average assumed daily wage, subject to a minimum of RM30.00 per day or a maximum of RM118.50 per day.

- **Claim Period**

Claim must be made within 12 months from the last date of the temporary disablement.

- **Assessment and Payment**

Claims will be referred to the Medical Board for permanent disability assessment

- ▶ If the assessment does not exceed 20%, payment can be made in the form of lump sum
- ▶ If the assessment exceeds 20%, the employee is given an option to commute 1/5 of daily rate of the benefit into a lump sum payment while the balance will be paid monthly for whole life

CONSTANT-ATTENDANCE ALLOWANCE

This allowance is paid to an employee who is suffering from total permanent disablement and is so severely incapacitated as to constantly require the personal attendance of another person, certified by Medical Board or Special Medical Board or the Appellate Medical Board. The allowance is fixed at RM500 per month.

FACILITIES FOR PHYSICAL OR VOCATIONAL REHABILITATION

These facilities are given to eligible employees in the form of:

- i. **Physical rehabilitation that includes:**

- Physiotherapy
- Occupational therapy
- Reconstructive surgery
- Supply of prosthetics, orthotics and other appliances
- Supply of orthopedics apparatus such as wheelchair, crutches, hearing aid, spectacles, special shoes and others

- ii. **Vocational rehabilitation that includes:**

Training in courses such as electrical, sewing, radio/TV repair, typing and others.

All expenses incurred for the above rehabilitation facilities will be borne by SOCSO based on stipulated rates, terms and conditions.

DEPENDANTS' BENEFIT

If an employee dies as a result of an employment injury, his dependants are entitled to this benefit.

○ **Rate of Daily Benefit To Be Paid**

Daily rate is 90% of the average assumed daily wage subject to a minimum of RM30.00 per day and a maximum of RM118.50 per day.

○ **Dependants and Daily Rate Share**

- i. The daily rate share for for Dependants' Benefit is based on the following priorities:

Dependants	Share of Daily Rate	Details
WIDOW / WIDOWER	3/5	Eligible to receive benefit for life even though widow or widower remarries
CHILD An eligible child includes biological, dependant step-child, adopted child, or an illegitimate child is entitled to receive benefit	2/5	<div>Eligible to receive benefit up to age 21 or marries (whichever occurs earlier)</div> <div>If the child is currently studying in an institute of higher learning, he / she will receive benefit until the completion of the first degree or marries (whichever occurs earlier)</div> <div>If a child is mentally retarded or physically incapacitated and is incapable of supporting him / herself, the benefit will be paid as long as the child is unable to support him / herself</div>

- ii. If an employee dies and does not leave any widow or widower or children, the Dependants' Benefit will be paid to:

Dependants	Share of Daily Rate	Description
PARENT	4/10	Eligible to receive benefit for life
BROTHER / SISTER	3/10	Eligible to receive benefit up to age 21 or marries (whichever occurs earlier)
GRANDPARENT (if parents passed away)	4/10	Eligible to receive benefit for life

FUNERAL BENEFIT

Funeral Benefit will be paid to the eligible person if the employee dies as a result of employment injury or while he/she is in receipt of Permanent Disablement Benefit. In the absence of such person, the benefit will be paid to the person who actually incurs the funeral expenditure.

The amount paid will be the actual amount incurred or RM1,500 whichever is lower.

EDUCATION BENEFIT

This benefit is in the form of loans may be provided to a dependant child of an insured person who:

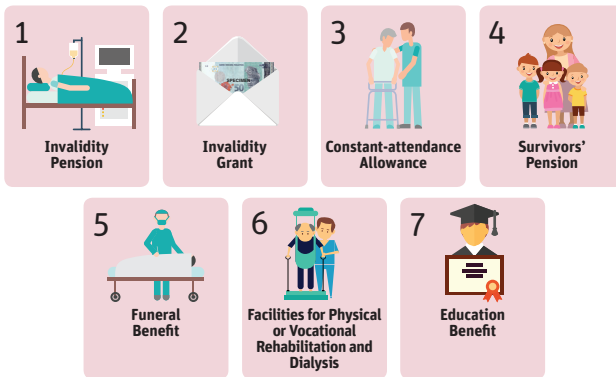
- Dies as a result of employment injury
- Is in receipt of periodical payments for Permanent Disablement Benefit

Note:
Application is subjected to terms and conditions specified by SOC SO.

INVALIDITY SCHEME

An Insured Person shall be considered as suffering from invalidity by reason of specific morbid condition of permanent nature either incurable or is not likely to be cured and no longer capable of earning, by work corresponding to his strength and physical ability, at least 1/3 of the customary earnings of a sound Insured Person.

The scheme provides 24-hour coverage to employee who suffers from invalidity or death due to any cause and not related to his employment.



Benefits Under Invalidity Scheme

- ⊙ Invalidity Pension
- ⊙ Invalidity Grant
- ⊙ Constant-attendance Allowance
- ⊙ Survivors' Pension
- ⊙ Funeral Benefit
- ⊙ Facilities for Physical / Vocational Rehabilitation and Dialysis
- ⊙ Education Benefit

INVALIDITY PENSION

Invalidity Pension is:

- ⊙ Payable to the eligible insured persons who have been certified invalid by the Medical Board or Appellate Medical Board
- ⊙ Payable from the date Notice of Invalidity is received or from the employee's resignation date if he / she resigns after the Notice of Invalidity is received by Organisation
- ⊙ Payable as long as the employee is invalid or until death
- ⊙ Replaced by Survivors' Pension if the Invalidity Pension recipient dies, regardless of his / her age

Qualifying Conditions

- ⊙ Not attained 60 years of age at the time Invalidity Notice is received; or
- ⊙ In the event that the employee exceeded 60 years of age at the time the Invalidity Notice is received, he/she must show evidence of:
 - ▶ Suffering from a specific morbid condition of permanent nature
 - ▶ Incapable of engaging in any substantially gainful activities
 - ▶ A morbid condition that has set in before attaining 60 years of age and has not been gainfully employed since then
- ⊙ Certified invalid by the Medical Board or Appellate Medical Board
- ⊙ Fulfills the qualifying contribution conditions either full or reduced qualifying period

Full Qualifying Period

Insured Persons are deemed to have fulfilled the qualifying period for full contribution if:

- ⊙ Their monthly contribution has been paid for at least 24 months within a period of 40 consecutive months prior to the month in which their Invalidity Notice is received by SOSCO; or
- ⊙ Their monthly contribution has been paid for not less than 2/3 of the complete months comprised between the date when contribution first become payable and the Invalidity Notice is received by SOSCO (the total number of monthly contributions that has been paid within that period must be at least 24 months).

INVALIDITY PENSION RATE

The rate of Invalidity Pension for full qualifying period is from 50% to 65% of the average assumed monthly wage subject to a minimum pension of RM475 per month.

The Insured Persons are entitled to receive a pension at the rate of 50% of the average assumed monthly wage, increase by 1% for every 12 months contributions that are paid in excess. However, the rate of monthly pension shall not in any case exceed 65%.

Example of Calculations for Full Qualifying Period:

- i. Monthly contribution have been paid not less than 24 months within 40 months
- Date of joining the scheme

▶ 01/03/2012
- Date of Notice of Invalidity received

▶ 01/07/2015
- 40 consecutive months preceding the month of Notice received

▶ 03/2012–06/2015

Employee Contribution Record		
Year	Number of Months	Number of Contributions Paid
2012	10	10
2013	12	12
2014	12	2
2015	6	0
Total	40	24

Based on the above example, employees are eligible to receive a pension at a rate of 50% of their average assumed monthly wages.

- ii. Monthly contribution have been paid not less than 2/3 of the number of complete months when contribution first become payable
- Date of joining the scheme

▶ 01/07/1999
- Date of Notice of Invalidity received

▶ 01/01/2015
- Number of monthly contributions for July 1999 to December 2014

▶ 186 months
- 2/3 monthly contributions paid

▶ 2/3 x 186 months
= 124 contributions

Employee Contribution Record		
Year	Number of Months	Number of Contributions Paid
1999	6	6
2000	12	12
2001	12	12
2002	12	12
2003	12	12
2004	12	12
2005	12	12
2006	12	12
2007	12	12
2008	12	12
2009	12	8
2010	12	11
2011	12	0
2012	12	0
2013	12	0
2014	12	0
Total	186	133

Based on the example, employees are eligible to receive a pension at the rate of 59% of the average assumed monthly wage based on the following calculation:

$$50\% + \left(\frac{133 - 24}{12} \right) \% = 59\%$$

Reduced Qualifying Period

The rate of Invalidity Pension for reduced qualifying period is 50% of the average assumed monthly wage subject to a minimum pension of RM475 per month.

Insured Person are deemed to have fulfilled the reduced qualifying period if:

- ⊙ Their monthly contribution have been paid for not less than 1/3 of the complete months comprised between the date when contribution first become payable and the Notice of Invalidity is received by Organisation
- ⊙ The total number of monthly contributions that has been paid within that period must be at least 24 months

Example of Calculations for Reduced Qualifying Period:

- i. Monthly contribution have been paid not less than 1/3 of the number of complete months when contribution first become payable
- | | |
|---|--|
| Date of joining the scheme | ► 01/07/1999 |
| Date of Notice of Invalidity received | ► 01/01/2015 |
| Number of monthly contribution for July 1999 to December 2014 | ► 186 months |
| 1/3 monthly contributions paid | ► 1/3 x 186 months
= 62 contributions |

Employee Contribution Record		
Year	Number of Months	Number of Contributions Paid
1999	6	6
2000	12	12
2001	12	0
2002	12	12
2003	12	2
2004	12	8
2005	12	0
2006	12	0
2007	12	12
2008	12	0
2009	12	0
2010	12	12
2011	12	0
2012	12	0
2013	12	0
2014	12	0
Total	186	64

Based on the above example, employees are eligible to receive a pension at the rate of 50% of the average assumed monthly wage.

INVALIDITY GRANT

Invalidity Grant is payable to the eligible Insured Persons who have been certified invalid by the Medical Board or Appellate Medical Board but not eligible for Invalidity Pension due to failure to fulfill any qualifying conditions.

The amount for Invalidity Grant is equivalent to the contributions paid by employee and employer under Invalidity Scheme with interest. It is a one-time lump sum payment.

CONSTANT-ATTENDANCE ALLOWANCE

This allowance is paid to an employee who is suffering from invalidity and is so severely incapacitated as to constantly require the personal attendance of another person, certified by Medical Board or the Appellate Medical Board.

The allowance is fixed at RM500 per month.

FACILITIES FOR PHYSICAL / VOCATIONAL REHABILITATION AND DIALYSIS

Amongst the facilities provided are:

i. Physical rehabilitation includes:

- ⊙ Physiotherapy
- ⊙ Occupational therapy
- ⊙ Reconstructive surgery
- ⊙ Supply of prosthetics, orthotics and other appliances
- ⊙ Supply of orthopaedics apparatus such as wheelchair, crutches, hearing aid, spectacles, special shoes and others

ii. Vocational rehabilitation includes:

- ⊙ Training in courses such as electrical, sewing, radio / TV repair, typing and others

iii. Dialysis facilities for Insured Persons suffering from chronic renal failure includes:

- ⊙ Haemodialysis treatment at SOCSO's panel and non-panel dialysis centre or Government Hospitals
- ⊙ Continuous Ambulatory Peritoneal Dialysis (CAPD)
- ⊙ Subsidy aid for Erythropoietin (EPO) injection
- ⊙ Subsidy aid for Immunosuppressant medicine
- ⊙ Payment for Arteriovenous (AV) Fistula surgery

All expenses incurred for the above rehabilitation facilities will be borne by SOCSO based on stipulated rates, terms and conditions.

SURVIVORS' PENSION

Survivors' Pension is payable to the eligible dependants of an Insured Person who dies irrespective of the cause of death not related to employment.

Qualifying Conditions

- ⊙ The Insured Person dies before attaining 60 years of age and fulfills the qualifying conditions either full or reduced qualifying period
- ⊙ The Insured Person who is receiving Invalidity Pension dies regardless of his age

Full Qualifying Period

Insured Person shall be deemed to have completed a full qualifying period if:

- ⊙ Monthly contributions have been paid for at least 24 months within a period of 40 consecutive months preceding the month of his death; or
- ⊙ Monthly contributions have been paid for not less than 2/3 of the complete months comprised between the date when contribution first become payable and the date of his death provided that the total number of monthly contributions paid shall be at least 24 months

INVALIDITY SCHEME

The dependants are entitled to receive a pension at the rate of 50% of their average assumed monthly wage, increased by 1% for every 12 months' contributions that are paid in excess of the first 24 months provided that the rate of monthly pension shall not in any case exceeds 65%.

If the deceased was a recipient of Invalidity Pension, the full rate of Survivor' Pension is equivalent to the rate of Invalidity Pension received by the deceased.

i. Monthly contributions have been paid not less than 24 months within 40 months

Date of joining the scheme	► 01/09/2011
Date of death	► 01/01/2015
40 consecutive months preceding the month of death	► 09/2011-12/2014

Employee Contributions Record

Dependants are eligible to receive a pension at a rate of 50% of their average assumed monthly wage.

- | | |
|---|--|
| Date of joining the scheme | ► 01/07/1999 |
| Date of death | ► 01/01/2015 |
| Number of monthly contributions from July 1999 to December 2014 | ► 186 months |
| 2/3 monthly contributions paid | ► $\frac{2}{3} \times 186$ months
= 124 contributions |

Employee Contributions Record

Dependants are eligible to receive a pension at the rate of 59% of the average assumed monthly wage based on the following calculation:

$$50\% + \left(\frac{1\ 3\ 3\ -2\ 4}{12} \right) \% = 59\%$$

Reduced Qualifying Period

The rate of Survivors' Pension for reduced qualifying period is 50% of the average assumed monthly wage subject to a minimum pension of RM475 per month.

Insured Persons are deemed to have fulfilled the reduced qualifying period if:

- ⊙ Their monthly contributions have been paid for not less than 1/3 of the complete months comprised between the date when contribution first become payable and the date of his death.
- ⊙ The total number of monthly contributions that has been paid within that period must be at least 24 months.

Example of Calculations:

- i. Monthly contributions have been paid not less than 1/3 of the number of complete months when contributions first become payable

Date of joining the scheme	▶ 01/07/1999
Date of death	▶ 01/01/2015
Number of monthly contributions from July 1999 to December 2014	▶ 186 months
1/3 monthly contributions paid	▶ 1/3 x 186 months = 62 contributions

Employee Contributions Record		
Year	Number of Months	Number of Contributions Paid
1999	6	6
2000	12	12
2001	12	0
2002	12	12
2003	12	2
2004	12	8
2005	12	0
2006	12	0
2007	12	12
2008	12	0
2009	12	0
2010	12	12
2011	12	0
2012	12	0
2013	12	0
2014	12	0
Total	186	64

Based on the above example, dependants are eligible to receive a pension at the rate of 50% of their average assumed monthly wage.



Dependants and Daily Rate

- i. The daily rate of Survivors' Pension is based on the following priorities:

Dependants	Share of Daily Rate	Details
WIDOW / WIDOWER	3/5	Receives benefit for life even though remarries
CHILD An eligible child includes biological, dependant step-child, adopted child, or an illegitimate child is entitled to receive benefit.	2/5	<p>Receives benefit up to age 21 or until marries (whichever occurs earlier)</p> <p>If the child is currently studying in an institute of higher learning, he / she will receive benefit until the completion of the first degree or marries (whichever occurs earlier)</p> <p>If a child is mentally retarded or physically incapacitated and is incapable of supporting him / herself, the benefit will be paid as long as the child is unable to support him / herself.</p>

If an employee dies and does not leave any widow or widower or children, the Survivors' Pension will be paid to:

Dependants	Share of Daily Rate	Details
PARENT	4/10	Receives benefit for life
BROTHER / SISTER	3/10	Receives benefit up to age 21 or until marries (whichever occurs earlier)
GRANDPARENT (if parents have passed away)	4/10	Receives benefit for life

FUNERAL BENEFIT

Funeral Benefit will be paid to the eligible person if the employee dies due to any cause. In the absence of such person, the benefit will be paid to the person who actually incurs the expenditure.

The amount paid will be the actual amount incurred or RM1,500 whichever is lower.

EDUCATION BENEFIT

This benefit is in the form of loans may be provided to a dependant's child of an Insured Person who:

- ◉ Dies while receiving Invalidity Pension
- ◉ Dies before attaining the age of 60 years but has completed a full or a reduced qualifying period
- ◉ Is a Invalidity Pension recipient

Note:
Application subject to terms and conditions specified by SOC SO.

APPEALS

There are two types of Appeal Boards that adjudicate and decide on cases of appeal pertaining to claims and benefits. They are:

i. Appellate Medical Board

SOC SO or employee who are not satisfied with a decision of a Medical Board regarding assessment of permanent loss of earning capacity or the determination of invalidity can appeal to the Appellate Medical Board. This board which is constituted with specialists will review the decision on medical grounds. The decision of the board is final.

Application for an appeal can be made by completing the form PKS(P)12, which is available at the SOC SO Local Office and must be made within 90 days of the date of the letter informing the decision of the Medical Board.

ii. Social Security Appellate Board

If a principal employer or an immediate employer or an employer or his dependants are not satisfied with the decision made by SOC SO, an appeal can be made to the Social Security Appellate Board. They can be represented by a lawyer, a trade union representative or any person authorized by the Board. An appeal can be made within a period of three (3) years from the date on which the cause of action arose by completing Form A and sending it to the relevant board at the following address:

Secretariat

Social Security Appellate Board

Level 11, Menara PERKESO

281, Jalan Ampang

50538 Kuala Lumpur

Tel : 03 – 4264 5134 / 5081 / 5204 / 5036 / 5048 / 5135

Fax : 03 – 4256 3760

OFFENCES UNDER THE ACT AND REGULATIONS

Failure to comply with provisions under the Act and Regulations is an offence and may lead to prosecution in Court.

Among the offences under the Act and Regulations may be prosecuted in court are as follows:

No.	Type of Offences	Provision of Law
1	Failure to pay contributions	Sections 6, 7 & 94, Regulation 32
2	Failure to pay interest on late payment of contributions	Section 94, Regulation 33
3	Failure to pay compound	Section 95A
4	Failure to comply with Department Summon	Section 110
5	Punishment for false information	Section 93

A person, who is prosecuted and convicted by the court, shall be punishable with imprisonment for a term which may extend to two years, or with fine not exceeding RM10,000 or both.



Compound

Among the offences under the Act and Regulations that may be compounded are as follows:

No.	Type of Offences	Provision of Law
1	Late registration of industry	Section 4
2	Late registration of employees	Section 5
3	Late submission of accident report within stipulated period	Regulations 71(1) & 71(2)
4	Failure to maintain / keep Register of Employees	Section 11, Regulation 34(1) & 34(2)
5	Failure to prepare Contribution Schedule	Regulations 44A

A maximum fine of up to RM5,000 for each compound can be issued for the offences mentioned above. Prosecution can be taken if the fine offered is not paid within the prescribed period.



Further details and related forms can be downloaded from www.perkeso.gov.my or visit any nearest SOCSO offices.

RETURN TO WORK PROGRAMME

The Return To Work Programme (RTW) was introduced in 2007. This rehabilitation programme uses a systematic case management methodology in assisting Insured Persons who suffer from disablement or invalidity to return to work.

**Participation Criteria for the Programme**

This programme may be provided to Insured Person who:

- ⊙ Suffers from employment injury and is receiving Temporary Disablement Benefit
- ⊙ Is receiving Permanent Disablement Benefit and has been recommended to undergo rehabilitation by the Medical Board, Special Medical Board and Appellate Medical Board
- ⊙ Is 50 years of age or below and who has NOT been certified invalidity but have been recommended to undergo this programme by the Medical Board, Special Medical Board and Appellate Medical Board
- ⊙ Is 40 years of age or below and who has been certified invalidity but are still interested / capable to return to work

SOC SO REHABILITATION CENTRE

This centre supports the Return To Work Programme by providing comprehensive facilities to referred participants until the Insured Person is able to get back actively into the working world, contributing to the socio-economic development of families, communities and country.

SOC SO REHABILITATION CENTRE

Lot PT7263, Hang Tuah Jaya, Bandar Hijau
75450 Ayer Keroh, Melaka
Tel : 06 – 235 4000 Fax : 06 – 253 5150
rehab.perkeso.gov.my



HEALTH SCREENING PROGRAMME

The Health Screening Programme is a free health screening offered to all Insured Persons who are 40 years of age and above and actively contributing.



The objectives of this programme are:

- To identify high risk groups of employees with Non-Communicable Diseases and to cultivate a healthy lifestyle
- To detect Non-Communicable Diseases in the early stage
- To prevent the reduction or loss of income due to Non-Communicable Diseases

Health screening vouchers are provided and will be used by all Insured Person once in a lifetime during employment through their respective employers. The Insured Persons will be able to go at any registered HSP Panel clinics for screening. Amongst the screening facilities provided are:

- Physical examination
- Blood test
- Report analysis
- Relevant consultation services
- Mammogram
- Pap smear

Employee's health screening report are confidential and subjected to Personal Data Protection Act 2010 and will not be disclosed to anyone even to employers.

Contributors can check their eligibility through MyHSP Status at sihat.perkeso.gov.my by entering identity card number. If contributors are eligible but did not receive or lost the vouchers, do contact the HSP Hotline at 03-4264 5089 for voucher replacement.

Eligible contributors can make this health screening appointment by using BookDoc Application (download from the App Store or Google Play Store). This application allows contributors to fix an appointment without contacting the panel clinic.

Note:

All information regarding the health screening programme are available at <http://sehat.perkeso.gov.my>



HSP
Program Bersewa-Kerajaan
Kecamatan Kesihatan
Kementerian Kesihatan Malaysia

**ADAKAH ANDA
PENCARUM PERKESO
BERUMUR
40 TAHUN KE ATAS ?**

Anda Layak Menjalani
**Pemeriksaan Kesihatan
PERCUMA**

Pemeriksaan Medikal:

- Pemeriksaan Fizikal
- Anemometer
- Pemeriksaan Darah
- Analisis Urine
- Analisis Nadiotak yang Berlebihan

Ujian pemeriksaan:

- Full Blood Count
- Fasting Glucose
- Fasting Lipid Profile
- Liver Panel
- HbA1c Screen (Masa Sahaja)
- Kolesterol (Masa Sahaja)

Layari sehat.perkeso.gov.my atau
hubungilah hotline HSP di: (03)42521258/4476
atau (03)42645089

SOC SO OFFICES DIRECTORY**HEADQUARTERS****SOCIAL SECURITY ORGANISATION**

Menara PERKESO
281 Jalan Ampang
50538 Kuala Lumpur
Tel : 03 – 4264 5000
Faks : 03 – 4256 7713

WILAYAH PERSEKUTUAN KUALA LUMPUR**SOCIAL SECURITY ORGANISATION**

Wisma PERKESO
No. 155, Jalan Tun Razak
50400 Kuala Lumpur
Tel : 03 – 2687 2600
Fax : 03 – 2687 2633

SELANGOR**SOCIAL SECURITY ORGANISATION**

Wisma PERKESO
Lot 141, Seksyen 6
Jalan Selangor
46990 Petaling Jaya
Selangor Darul Ehsan
Tel : 03 – 7949 8888
Fax : 03 – 7956 7492

SOCIAL SECURITY ORGANISATION

Wisma PERKESO
No. 2, Jalan Tiara 2
Bandar Baru Klang
41150 Klang, Selangor
Tel : 03-3344 2501
Fax : 03-3342 5255

SOCIAL SECURITY ORGANISATION

29, Jalan Setia Rawang 1
KM 25, Jalan Ipoh
48000 Rawang, Selangor
Tel : 03 – 6091 6519 / 6937 / 2427
Fax : 03 – 6092 1091

SOCIAL SECURITY ORGANISATION

No.15, Jalan Hentian 1A
Pusat Hentian Kajang
Jalan Reko
43000 Kajang, Selangor
Tel : 03 – 8733 0230
Fax : 03 – 8733 0246

JOHOR**SOCIAL SECURITY ORGANISATION**

Wisma PERKESO
No. 26, Jalan Susur 5
Off Jalan Tun Abdul Razak, Larkin
80200 Johor Bahru, Johor
Tel : 07 – 225 6600 / 6000
Fax : 07 – 223 3180 / 3190

SOCIAL SECURITY ORGANISATION

No. 34 & 35, Taman Tun Dr. Ismail
Jalan Bakri, 84000 Muar, Johor
Tel : 06 – 954 2164 / 2771
Fax : 06 – 954 2254

SOCIAL SECURITY ORGANISATION

No. 28, Jalan Duku
86000 Kluang, Johor
Tel : 07 – 773 3481 / 7481
Fax : 07 – 773 9437 / 07 – 772 5573

SOCIAL SECURITY ORGANISATION

No. 16 & 17, Jalan Setia Jaya
Taman Setia Jaya
83000 Batu Pahat, Johor
Tel : 07 – 433 1333
Fax : 07 – 432 2724 / 07 – 431 3009

SOCIAL SECURITY ORGANISATION

No. 13, Jalan Emas
Taman Batu Hampar
85000 Segamat, Johor
Tel : 07 – 933 3300
Fax : 07 – 932 4490

PULAU PINANG**SOCIAL SECURITY ORGANISATION**

Wisma PERKESO
No. 3012, Lebuhr Tenggeri 2
13700 Seberang Jaya
Perai, Pulau Pinang
Tel : 04 – 388 7666
Fax : 04 – 388 7688 (Level 3) 04 – 388 7677 (Level 4)

SOCIAL SECURITY ORGANISATION

Wisma PERKESO
No. 269, Jalan Burma
10538 Georgetown
Pulau Pinang
Tel : 04 – 238 9888
Fax : 04 – 238 9800

PERAK**SOCIAL SECURITY ORGANISATION**

Wisma PERKESO
No. 83, Jalan Hospital
30450 Ipoh, Perak
Tel : 05 – 254 5487 / 05 – 253 8477
Fax : 05 – 255 7693

SOCIAL SECURITY ORGANISATION

No. 8E/8F, Plot 3000 & 3001
Jalan Raja Chulan
33000 Kuala Kangsar, Perak
Tel : 05 – 773 3000 / 05 – 776 5930
Fax : 05 – 776 7292 / 0168

SOCIAL SECURITY ORGANISATION

No. 8-10, Medan Sri Intan
Jalan Sekolah, 36000
Teluk Intan, Perak
Tel : 05 – 622 1935
Fax : 05 – 622 1946 / 05 – 621 0892

SOCIAL SECURITY ORGANISATION

No. 2 & 4, Persiaran Taiping
34000 Taiping, Perak
Tel : 05 – 805 7050
Fax : 05 – 807 8680 / 0051

SOCIAL SECURITY ORGANISATION

Lot 5399, No. 6 & 7
Jalan Bidor
35000 Tapah, Perak
Tel : 05 – 401 1226
Fax : 05 – 401 5226

SOCIAL SECURITY ORGANISATION

No 125 & 126, Jalan PPMP 3/3
Pusat Perniagaan Manjung Point
32040 Sri Manjung, Perak
Tel : 05 – 688 2600
Fax : 05 – 688 2731

NEGERI SEMBILAN**SOCIAL SECURITY ORGANISATION**

Wisma PERKESO
Lot 3757, No. 52 Jalan Sungai Ujong
70000 Seremban
Negeri Sembilan
Tel : 06 – 766 9000
Fax : 06 – 761 2402 / 06 – 761 2404

SOCIAL SECURITY ORGANISATION

No. 8 & 9, Jalan Melang 1
Pusat Komersial Melang
72000 Kuala Pilah
Negeri Sembilan
Tel : 06 – 482 1934 / 1935
Fax : 06 – 481 4763 / 06 – 484 2064

MELAKA**SOCIAL SECURITY ORGANISATION**

Wisma PERKESO
Jalan Persekutuan MITC
Ayer Keroh, Hang Tuah Jaya
75450 Melaka
Tel : 06 – 251 6888
Fax : 06 – 232 6587

KEDAH**SOCIAL SECURITY ORGANISATION**

Wisma PERKESO
Lot 186, Jalan Teluk Wanjah
05538 Alor Setar, Kedah
Tel : 04 – 774 6666
Fax : 04 – 733 9840 / 9870

SOCIAL SECURITY ORGANISATION

No. 17, Persiaran Bunga Raya
Langkawi Mall,
07000 Langkawi, Kedah
Tel : 04 – 969 8701 / 8702 / 8703
Fax : 04 – 966 1620

SOCIAL SECURITY ORGANISATION

No. 30 & 31, Lengkong Cempaka 1
Persiaran Cempaka, Bandar Aman Jaya
08000 Sg. Petani, Kedah
Tel : 04 – 448 1200
Fax : 04 – 442 9392

SOCIAL SECURITY ORGANISATION

Wisma PERKESO
582 & 583, Lorong Kemuning 1
Taman Kemuning
09000 Kulim, Kedah
Tel : 04 – 496 2203
Fax : 04 – 495 1070

KELANTAN**SOCIAL SECURITY ORGANISATION**

Wisma PERKESO
PT 304 - 307 Seksyen 22
Jalan Kota Darul Naim
15538 Kota Bahru, Kelantan
Tel : 09 – 745 6666
Fax : 09 – 748 0737

SOCIAL SECURITY ORGANISATION

Lot 2441, Mukim Bandar Kuala Krai
Bandar Kuala Krai
18000 Kuala Krai, Kelantan
Tel : 09 – 960 2120
Fax : 09 – 966 4737

TERENGGANU**SOCIAL SECURITY ORGANISATION**

Wisma PERKESO
Lot 2467, Jalan Air Jernih
20538 Kuala Terengganu
Tel : 09 – 632 5000
Fax : 09 – 623 3346 / 09 – 632 5005

SOCIAL SECURITY ORGANISATION

Lot PT 16086 & Lot PT 16087
Taman Chukai Utama
Jalan Kubang Kurus
24000 Kemaman, Terengganu
Tel : 09 – 850 2054 / 2057
Fax : 09 – 858 1068

SOCIAL SECURITY ORGANISATION

Lot 8433, Jalan Yahya Ahmad
23000 Dungun, Terengganu
Tel : 09 – 842 3301 / 3304
Fax : 09 – 845 8290

PAHANG**SOCIAL SECURITY ORGANISATION**

Wisma PERKESO
Jalan Mat Kilau
25000 Kuantan, Pahang
Tel : 09 – 565 8000
Fax : 09 – 565 8001 / 8040

SOCIAL SECURITY ORGANISATION

No. 19 & 21, Jalan Sudirman 3
Bandar Baru Seri Semantan
28000 Temerloh, Pahang
Tel : 09 – 290 1702
Fax : 09 – 296 2415

SOCIAL SECURITY ORGANISATION

TB – P4, Pusat Perniagaan
Ketari, Jalan Ketari
28700 Bentong, Pahang
Tel : 09 – 222 1827
Fax : 09 – 222 0408

PERLIS**SOCIAL SECURITY ORGANISATION**

No. 6A & 8A, Jalan Hospital
01000 Kangar, Perlis
Tel : 04 – 976 7100
Fax : 04 – 976 9877

SARAWAK**SOCIAL SECURITY ORGANISATION**

Wisma PERKESO, Lot 436, Section 54
No. 52, Travilion Commercial Centre
Jalan Padungan
93100 Kuching, Sarawak
Tel : 082 – 221 666
Fax : 082 – 421 940

SOCIAL SECURITY ORGANISATION

Lot 1184 & 1185, Blok 9 M.C.L.D
Miri Water Front Commercial Centre
98000 Miri, Sarawak
Tel : 085 – 419 800
Fax : 085 – 422 296 / 085 – 416 730

SOCIAL SECURITY ORGANISATION

No. SL6, Lot 2141
New Township Extension
Jalan Green
96400 Mukah, Sarawak
Tel : 084 – 873 530
Fax : 084 – 873 531

SOCIAL SECURITY ORGANISATION

Lot 1083 Jalan Buangsiol
Limbang Town District
98700 Limbang, Sarawak
Tel : 085 – 210 742
Fax : 085 – 210 741

SOCIAL SECURITY ORGANISATION

No. 3, Sublot 5, Jalan Nenas
96100 Sarikei, Sarawak
Tel : 084 – 654 611
Fax : 084 – 654 612

SOCIAL SECURITY ORGANISATION

4D, Jalan Sabu, Peti Surat 301
95008 Sri Aman, Sarawak
Tel : 083 – 322 660
Fax : 083 – 325 686

SOCIAL SECURITY ORGANISATION

Sublot 9 & 10
Lot 372 Serian Town District
J94700 Serian, Sarawak
Tel : 082 – 875 057
Faks : 082 – 874 500

SOCIAL SECURITY ORGANISATION

No. 180, Lot 3466,
Tingkat Bawah, Tingkat 1 & 2
Parkcity Commerce Square
Jalan Tun Ahmad Zaidi
P.O Box 957
97008 Bintulu, Sarawak
Tel : 086 – 334 617
Fax : 086 – 331 042

SOCIAL SECURITY ORGANISATION

No. 1 – 5, Lorong Pahlawan 7
Jalan Pahlawan
96000 Sibul, Sarawak
Tel : 084 – 213 066 / 067
Fax : 084 – 212 350

SOCIAL SECURITY ORGANISATION

Wisma Ngieng Ping Toh
Tingkat Bawah & Tingkat 1
Lot 544, Peti Surat 4351
Jalan Airport
96800 Kapit, Sarawak
Tel : 084 – 797 287
Fax : 084 – 799 287

SABAH**SOCIAL SECURITY ORGANISATION**

Wisma PERKESO
No. 11, Lorong Sempelang Tanjung Aru
88100 Kota Kinabalu, Sabah
Tel : 088 – 517 800
Fax : 088 – 245 819

SOCIAL SECURITY ORGANISATION

Tingkat 1, Bangunan Public Bank
Jalan Merdeka, Peti Surat 80394
87014 W.P Labuan
Tel : 087 – 414 535
Fax : 087 – 424 613

SOCIAL SECURITY ORGANISATION

MDLD 3827 Fajar Centre
Peti Surat 61193
91120 Lahad Datu, Sabah
Tel : 089 – 889 576 / 089 – 882 627
Fax : 089 – 884 272

SOCIAL SECURITY ORGANISATION

Tingkat 1 & 2, Lot 22, Blok B
ADIK Commercial Complex
Peti Surat 704
89008 Keningau, Sabah
Tel : 087 – 332 578
Fax : 087 – 336 722

SOCIAL SECURITY ORGANISATION

No. 4294 & 4295
Lot 1 & 2, Jalan Budi
91000 Tawau, Sabah
Tel : 089 – 779 522 / 220
Fax : 089 – 778 441

SOCIAL SECURITY ORGANISATION

Lot 203 & 204, Blok 23
Fasa 3, Bandar Prima, Batu 4
90000 Sandakan, Sabah
Tel : 089 – 219 937 / 089 – 274 243
Fax : 089 – 272 507

SOCIAL SECURITY ORGANISATION

Blok A1, Lot No. 2
Tingkat Bawah, 1 & 2
Bandau Commercial Centre
89108 Kota Marudu, Sabah
Tel : 088 – 661 317
Fax : 088 – 661 308

RATE OF CONTRIBUTIONS

No	Actual Monthly Wage of The Month	First Category (Employment Injury Scheme and Invalidity Scheme)			Second Category (Employment Injury Scheme)
		Employer's Contribution	Employee's Contribution	Total Contribution	Contribution by Employer Only
1.	Wages up to RM30	40 cents	10 cents	50 cents	30 cents
2.	When wages exceed RM30 but not RM50	70 cents	20 cents	90 cents	50 cents
3.	When wages exceed RM50 but not RM70	RM1.10	30 cents	RM1.40	80 cents
4.	When wages exceed RM70 but not RM100	RM1.50	40 cents	RM1.90	RM1.10
5.	When wages exceed RM100 but not RM140	RM2.10	60 cents	RM2.70	RM1.50
6.	When wages exceed RM140 but not RM200	RM2.95	85 cents	RM3.80	RM2.10
7.	When wages exceed RM200 but not RM300	RM4.35	RM1.25	RM5.60	RM3.10
8.	When wages exceed RM300 but not RM400	RM6.15	RM1.75	RM7.90	RM4.40
9.	When wages exceed RM400 but not RM500	RM7.85	RM2.25	RM10.10	RM5.60
10.	When wages exceed RM500 but not RM600	RM9.65	RM2.75	RM12.40	RM6.90
11.	When wages exceed RM600 but not RM700	RM11.35	RM3.25	RM14.60	RM8.10
12.	When wages exceed RM700 but not RM800	RM13.15	RM3.75	RM16.90	RM9.40
13.	When wages exceed RM800 but not RM900	RM14.85	RM4.25	RM19.10	RM10.60
14.	When wages exceed RM900 but not RM1,000	RM16.65	RM4.75	RM21.40	RM11.90

No	Actual Monthly Wage of The Month	First Category (Employment Injury Scheme and Invalidity Scheme)			Second Category (Employment Injury Scheme)
		Employer's Contribution	Employee's Contribution	Total Contribution	Contribution by Employer Only
15.	When wages exceed RM1,000 but not RM1,100	RM18.35	RM5.25	RM23.60	RM13.10
16.	When wages exceed RM1,100 but not RM1,200	RM20.15	RM5.75	RM25.90	RM14.40
17.	When wages exceed RM1,200 but not RM1,300	RM21.85	RM6.25	RM28.10	RM15.60
18.	When wages exceed RM1,300 but not RM1,400	RM23.65	RM6.75	RM30.40	RM16.90
19.	When wages exceed RM1,400 but not RM1,500	RM25.35	RM7.25	RM32.60	RM18.10
20.	When wages exceed RM1,500 but not RM1,600	RM27.15	RM7.75	RM34.90	RM19.40
21.	When wages exceed RM1,600 but not RM1,700	RM28.85	RM8.25	RM37.10	RM20.60
22.	When wages exceed RM1,700 but not RM1,800	RM30.65	RM8.75	RM39.40	RM21.90
23.	When wages exceed RM1,800 but not RM1,900	RM32.35	RM9.25	RM41.60	RM23.10
24.	When wages exceed RM1,900 but not RM2,000	RM34.15	RM9.75	RM43.90	RM24.40
25.	When wages exceed RM2,000 but not RM2,100	RM35.85	RM10.25	RM46.10	RM25.60
26.	When wages exceed RM2,100 but not RM2,200	RM37.65	RM10.75	RM48.40	RM26.90
27.	When wages exceed RM2,200 but not RM2,300	RM39.35	RM11.25	RM50.60	RM28.10
28.	When wages exceed RM2,300 but not RM2,400	RM41.15	RM11.75	RM52.90	RM29.40
29.	When wages exceed RM2,400 but not RM2,500	RM42.85	RM12.25	RM55.10	RM30.60
30.	When wages exceed RM2,500 but not RM2,600	RM44.65	RM12.75	RM57.40	RM31.90

No	Actual Monthly Wage of The Month	First Category (Employment Injury Scheme and Invalidity Scheme)			Second Category (Employment Injury Scheme)
		Employer's Contribution	Employee's Contribution	Total Contribution	Contribution by Employer Only
31.	When wages exceed RM2,600 but not RM2,700	RM46.35	RM13.25	RM59.60	RM33.10
32.	When wages exceed RM2,700 but not RM2,800	RM48.15	RM13.75	RM61.90	RM34.40
33.	When wages exceed RM2,800 but not RM2,900	RM49.85	RM14.25	RM64.10	RM35.60
34.	When wages exceed RM2,900 but not RM3,000	RM51.65	RM14.75	RM66.40	RM36.90
35.	When wages exceed RM3,000 but not RM3,100	RM53.35	RM15.25	RM68.60	RM38.10
36.	When wages exceed RM3,100 but not RM3,200	RM55.15	RM15.75	RM70.90	RM39.40
37.	When wages exceed RM3,200 but not RM3,300	RM56.85	RM16.25	RM73.10	RM40.60
38.	When wages exceed RM3,300 but not RM3,400	RM58.65	RM16.75	RM75.40	RM41.90
39.	When wages exceed RM3,400 but not RM3,500	RM60.35	RM17.25	RM77.60	RM43.10
40.	When wages exceed RM3,500 but not RM3,600	RM62.15	RM17.75	RM79.90	RM44.40
41.	When wages exceed RM3,600 but not RM3,700	RM63.85	RM18.25	RM82.10	RM45.60
42.	When wages exceed RM3,700 but not RM3,800	RM65.65	RM18.75	RM84.40	RM46.90
43.	When wages exceed RM3,800 but not RM3,900	RM67.35	RM19.25	RM86.60	RM48.10
44.	When wages exceed RM3,900 but not RM4,000	RM69.05	RM19.75	RM88.80	RM49.40
45.	When wages exceed RM4,000	RM69.05	RM19.75	RM88.80	RM49.40

CUSTOMER SERVICE CHANNELS

Customer Service Careline
1 300 22 8000



Website
www.perkeso.gov.my



SMS to PERKESO ADUAN space
(your query) space (I.C. Number)
Send to 15888



E-mail
perkeso@perkeso.gov.my



For complaints / enquiries
<http://perkeso.spab.gov.my>



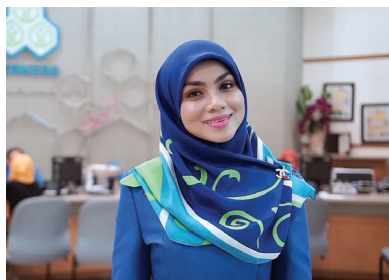
Social websites
www.facebook.com/perkeso
www.twitter.com/perkeso
www.instagram.com/perkeso.official



Meet The Clients' Day
First Thursday of every month at all SOC SO offices,
including the Headquarters



Download '**i-PERKESO**' via your mobile application
through 'Play Store' (Android version) for latest information
on SOC SO



"Melangkaui Ekspektasi Pelanggan"

DISCLAIMER

This booklet is published for general information only. It does not contain final advice or information on a particular subject and should not be used as a substitute for legal advice.

**PERKESO****SOCIAL SECURITY ORGANISATION**

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NOTES

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