

WAGE SUBSIDY PROGRAM

Company Size	75 employees or less	Between 76 to 200 employees	201 employees or more
Benefit amount	RM1,200 per month, per employee	RM800 per month, per employee	RM600 per month, per employee
Maximum number of employees eligible	75 employees	200 employees	200 employees
Beneficiaries	<p><u>Eligible</u></p> <ul style="list-style-type: none"> ◆ Malaysian citizen. ◆ Employees must be registered with and have contributed to Social Security Organisation (SOCSO). ◆ Employees with a monthly salary of RM4,000 or less. For the avoidance of doubt, the definition of ‘wages’ under the Employment Insurance System Act 2017 shall apply here. RM4,000 is the basic salary and may include other remuneration except for payment such as annual bonus, gratuity and travel allowance which are not considered ‘wages’. <p><u>Not eligible</u></p> <ul style="list-style-type: none"> ◆ Employees who have already been dismissed or retired. ◆ Employees who have not registered nor contributed to EIS. ◆ Employees with a month salary of more than RM4,000. ◆ Civil servants or employees of statutory bodies and local authorities. ◆ Self-employed (without employers), including freelancers. ◆ Foreign workers and expatriates. ◆ Employees who have received the financial aid under the Employment Retention Program for the same months. 		
Benefit period	3 months		

Conditions:

Amount of decrease in income	Not applicable.	Decrease of 50% or more from the total income since January 2020 or the months thereafter, compared to the previous months.	Decrease of 50% or more from the total income since January 2020 or the months thereafter, compared to the previous months.
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Employer Registration	<ul style="list-style-type: none"> ♦ Employers and employees must be registered with Social Security Organisation (SOCSO) ♦ Employers must be registered with Companies Commission of Malaysia (CCM) or applicable local authorities before 1 January 2020. ♦ Employers must have begun operating before 1 January 2020.
Retention	<ul style="list-style-type: none"> ♦ Employers must retain its employees for 6 months – 3 months during the receipt of the wage subsidy benefit and 3 months thereafter. ♦ Employers must therefore ensure it does not undergo a retrenchment exercise, it does not impose a salary reduction and does not ask its employees to utilise their leaves entitlement, whether paid or unpaid in the 6 months period as above. ♦ In the event an employee resigns during the 3 months when the employer receives the wage subsidy benefit, the employer is required to update the information in the application system.
Salary	Employers must continue to pay its employees as normal without any reduction, including making the necessary statutory contributions based on the employees' normal salary amount.

Application:

Commencement period	1 April 2020
Application period	From 9 April 2020 until 15 September 2020 or earlier, subject to available funding or any other decision by the Government.
Making the application	<p>Application must be made by employers via prihatin.perkeso.gov.my</p> <p>Documents required</p> <ol style="list-style-type: none"> i. List of affected employees. ii. Employer's bank account statement (front page only). iii. The Business Registration Number (BRN) details used when opening the bank account. iv. Company or business registration or business license registration document. v. Declaration Form PSU50 (can be found on the PERKESO website). vi. If applicable, proof of loss of revenue such as financial statements or sales reports that are certified by management or any other related document.
Method of Payment	The Payment of Wage Subsidies will be credited to the employer's account within 7-14 days from the date of approval. The application may be suspended and legal action may be taken against employers who have submitted false, untrue or misleading information.

EMPLOYMENT RETENTION PROGRAM (ERP)

Beneficiaries	<p><u>Eligible</u></p> <ul style="list-style-type: none"> ◆ Employees who have been instructed to take ‘Unpaid Leave’ by employers who are economically impacted by COVID-19. ◆ All permanent and temporary employees in the private sector who have registered and contributed to Employment Insurance System (EIS). ◆ Employees with a monthly salary of RM4,000 or less. For the purposes of ERP, the definition of ‘wages’ under the Employment Insurance System Act 2017 shall apply. RM4,000 is the basic salary and may include other remuneration except for payment such as annual bonus, gratuity and travel allowance which are not considered ‘wages’. <p><u>Not eligible</u></p> <ul style="list-style-type: none"> ◆ Retired workers. ◆ Employees who have not registered nor contributed to EIS. ◆ Employees with a month salary of more than RM4,000. ◆ Employees in the public sector. ◆ Employees who have been dismissed. ◆ Self-employed (without employers), including freelancers. ◆ Foreign workers and tradesmen.
Conditions for Application	<ul style="list-style-type: none"> ◆ Employers must have issued an ‘Unpaid Leave’ notice for a minimum of 30 days, for a period of 1 to 6 months. The notice must have been issued beginning 1 March 2020. ◆ Following the fair labour practice, employers may retrench employees as a result of the pandemic however the employer will not be able to apply for ERP. ◆ Employees who were not asked to return to work after the unpaid leave period shall no longer be eligible to ERP, however may apply for benefits under the Employment Insurance System (EIS).

<p>Benefits</p>	<p>RM600 per month for a maximum of 6 months, depending on period of notice of No-Paid Leave. For example: employees directed to go on unpaid leave for one month will be given RM600. Employees directed by the company to take unpaid leave for 2 months will be given RM600 each month for 2 months.</p>
<p>Eligibility Period</p>	<p>1 March 2020 until further notice by the Government.</p>
<p>Making the Application</p>	<ul style="list-style-type: none"> ♦ Application is open from 20 March 2020 and must be made by employers on behalf of their employees. ♦ Application is to be made by filling in ‘Form ERPC-19’ found on www.perkeso.gov.my ♦ As part of the application, employers must provide a copy of the ‘Unpaid Leave’ notice issued to its employees. ♦ Employers must also provide full details of the employees affected including full name, IC number, job title, last salary information and contact information. ♦ Completed form and unpaid leave notice must be emailed to erpc19@perkeso.gov.my
<p>Benefits Payment</p>	<ul style="list-style-type: none"> ♦ The employment retention benefits will be credited to the employer’s accounts upon approval. Payment must be made to eligible employees no later than 7 days from receipt of payment. ♦ The application may be suspended and legal action may be taken against employers who have submitted false, untrue or misleading information or where the employer fails to provide the monthly payments to their employee.

EMPLOYMENT INSURANCE SYSTEM (EIS)

Beneficiaries	<p><u>Eligible</u></p> <ul style="list-style-type: none"> ◆ Malaysian citizens or permanent residents. ◆ All employees aged between 18 and 60 who are required to contribute and have contributed to EIS. ◆ Employees who worked in the private sector. ◆ Employees who worked based on a contract of service. ◆ Employees who have lost employment due to factors such as:- <ul style="list-style-type: none"> • Normal retrenchment /redundancy • VSS/MSS (Voluntary/Mutual Separation Scheme) • Closure of company due to natural disasters • Bankruptcy or closure of company • Constructive dismissal • Resignation due to sexual harassment or threats made in the workplace • Resignation after being ordered to perform dangerous duties that are not within the job scope <p><u>Not eligible</u></p> <ul style="list-style-type: none"> ◆ Employees aged 57 and above who have no prior contributions to EIS. ◆ Domestic workers. ◆ Self-employed (without employers), including freelancers. ◆ Civil servants and workers in local authorities and statutory bodies. ◆ Employees who were dismissed for the following:- <ul style="list-style-type: none"> • Dismissal due to misconduct by the employee • Voluntary resignation • Retirement • The expiry of a fixed-term contract (includes unconditional termination of a contract based on an employer-employee agreement or the completion of the project stated in the contract)
Conditions	<ul style="list-style-type: none"> ◆ Employee must be registered and contributed to EIS for a minimum of 12 contributions for minimum qualifying conditions for the benefit payment.

<p style="text-align: center;">Type of Benefits</p>	<p>1. Job Search Allowance (JSA)</p> <ul style="list-style-type: none"> ◆ Financial assistance to applicants who have lost their one and only job. ◆ A payment of Job Search Allowance (JSA) – 80% - 30% of wages, also taking into account the contributing qualifying conditions. ◆ After receiving the first installment of their allowance, applicants are required to prove that they are actively seeking jobs to qualify for the subsequent installments. <p>2. Reduced Income Allowance (RIA)</p> <ul style="list-style-type: none"> ◆ Financial allowance for applicants who have multiple jobs and have lost at least one, but not all of their jobs. ◆ Benefit entitlement is as per JSA above. <p>3. Training Fee (TF)</p> <ul style="list-style-type: none"> ◆ Successful applicants may receive up to 6 months of vocational training at a maximum cost of RM6,000. <p>4. Training Allowance (TA)</p> <ul style="list-style-type: none"> ◆ A financial incentive paid to training recipients at a rate of RM30 per training day. ◆ Training recipients must attend all training sessions to qualify for TA. <p>5. Early Re-Employment Allowance (ERA)</p> <ul style="list-style-type: none"> ◆ Where applicants obtain employment during the JSA period, the applicant will be entitled to receive the ERA, which is 25% of the remaining JSA.
<p style="text-align: center;">Exceptions</p>	<ul style="list-style-type: none"> ◆ For employees registered with EIS but does not meet the contribution qualifying conditions (12 contributions), ‘SIP Plus 600’ provides for benefits. ◆ Employees are eligible to RM600 a month for 6 months.

Making the Application

- ◆ Applications must be made no later than **60 days** after loss of employment.
- ◆ Applications must be made at eis.perkeso.gov.my
- ◆ A copy of the following mandatory documents must be submitted:-
 - One copy of NRIC
 - One copy of the termination letter
 - One copy of pay slip (6 months from the date of loss of employment)
 - One copy of bank account details.

Supporting documents must also be provided depending on the type of benefit the applicants are applying for.

TYPE OF BENEFIT	DOCUMENT(S) REQUIRED
JSA	<ul style="list-style-type: none"> • Report to the Re-Employment Placement Program • Proof that applicant is actively seeking employment
RIA	<ul style="list-style-type: none"> • Declaration from current, active employer(s)
TF	<ul style="list-style-type: none"> • Training offer letter • Attendance report • Invoice from training provider
TA	<ul style="list-style-type: none"> • Letter of guarantee • Attendance report
ERA	<ul style="list-style-type: none"> • Offer letter from the new employer • Any document showing the start of employment i.e. punch card

i-Lestari Withdrawal (EPF)

Particulars	<p>Through the i-Lestari withdrawal facility:</p> <ul style="list-style-type: none"> ◆ Members will be able to withdraw a sum from their Account 2 savings into their bank accounts beginning 1 May 2020. ◆ The withdrawal of savings will be recurring monthly, subject to the number of months members are eligible for. ◆ The number of months members are eligible for withdrawal is calculated from the date that the approved application is received by the Employees Provident Fund (EPF), until the end of the effective period of the i-Lestari Withdrawal, which is 31 March 2021. <p>For example:</p> <ul style="list-style-type: none"> • If the approved application is received on April 2020, members will be eligible for the maximum 12 months of withdrawal. • If the approved application is received on September 2020, members will be eligible for 7 months of withdrawal. • If the approved application is received on March 2021, members will be eligible for 1 month of withdrawal.
Beneficiaries	<ul style="list-style-type: none"> ◆ Aged 55 years old and below; ◆ Registered with and have contributed to Employees Provident Fund (EPF); ◆ Member is a Malaysian citizen or Permanent Resident; and ◆ There is available balance in Account 2 savings.
Conditions	<ul style="list-style-type: none"> ◆ Members may apply to withdraw any amount from RM50 up to a maximum of RM500 per month. ◆ Withdrawal can be made monthly for a maximum of 12 months, subject to the balance in Account 2 during the month of application. ◆ One application is needed for the recurring payment. ◆ No changes in withdrawal amount is allowed.

<p>Withdrawal Limit</p>	<ul style="list-style-type: none"> ♦ RM500 a month for the next 12 months. ♦ Where the total savings in Account 2 is not sufficient to cover the withdrawal amount requested for the month, the amount of savings transferred will be based on the remaining balance in Account 2. <p><i>For example:</i> a member has applied for RM300 monthly withdrawal. However on the sixth month, there is only RM200 left in Account 2. The member will still receive the sum, which is the remaining RM200.</p>
<p>Application</p>	<p>Completed application forms (available on kwsp.gov.my) can be made through the following:-</p> <ol style="list-style-type: none"> i. Online via e-Pengeluaran in i-Akaun web. ii. By Email to ilestarimohon@epf.gov.my; or iii. By post/courier addressed to: Kumpulan Wang Simpanan Pekerja, Beg Berkunci No 220, Jalan Sultan 46720, Petaling Jaya
<p>Application period</p>	<p>1 April 2020 to 31 March 2021</p>

SOCIAL SECURITY ORGANISATION (SOCSO)

Earlier Payment of Monthly Benefits	<p>Effective 1 April 2020 until 25 August 2020, monthly benefits, pension and benefit payments will be made earlier to insured persons and their dependants.</p> <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <thead> <tr style="background-color: #f4a460;"> <th style="padding: 5px;">INITIAL DATE FOR PAYMENT</th> <th style="padding: 5px;">REVISED DATED FOR PAYMENT</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;">1 April 2020</td> <td style="padding: 5px;">25 March 2020</td> </tr> <tr> <td style="padding: 5px;">30 April 2020</td> <td style="padding: 5px;">24 April 2020</td> </tr> <tr> <td style="padding: 5px;">20 May 2020</td> <td style="padding: 5px;">20 May 2020</td> </tr> <tr> <td style="padding: 5px;">1 July 2020</td> <td style="padding: 5px;">25 June 2020</td> </tr> <tr> <td style="padding: 5px;">28 July 2020</td> <td style="padding: 5px;">24 July 2020</td> </tr> <tr> <td style="padding: 5px;">1 September 2020</td> <td style="padding: 5px;">25 August 2020</td> </tr> </tbody> </table>	INITIAL DATE FOR PAYMENT	REVISED DATED FOR PAYMENT	1 April 2020	25 March 2020	30 April 2020	24 April 2020	20 May 2020	20 May 2020	1 July 2020	25 June 2020	28 July 2020	24 July 2020	1 September 2020	25 August 2020
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Occupational Disease	<p>SOCISO has officially announced COVID-19 falls under the category of ‘occupational disease’ in view of the fact that the SARS virus and the Corona virus are already categorised as ‘occupational disease’ in the Fifth Schedule of Employment Social Security Act 1969.</p> <p>Employees who are infected with COVID-19 due to their direct exposure to the disease from their nature of work may claim for compensation from SOCISO.</p> <p>Employees who have died from the disease may be eligible for funeral benefit.</p>														