



20 November 2012

Dear Members of MAH, AHE, MAHO and MBHA,

Meeting with/Presentation to NWCC on the Joint application for a deferment of the implementation of the Minimum Wage Order 2012

Further to the meeting with the NWCC's Deferment Request Evaluation Committee which was attended by representatives from the MAHO, MAH, MBHA and AHE on Friday 02 Nov 2012, kindly be informed that representation has been made to justify the deferment and a prepared notation was submitted to the NWCC.

As stated clearly by the Chair, the decision on the matter will be announced at a later date.

1. All properties

In the meantime, in view of the effective date of the Order, on 01 January 2013 it is imperative that all members are hereby advised to look into the following immediate options/steps to avoid any consequences pertaining to non-compliance of the Order:

- i) a. Clean wage as previously advised;
- b. Compliance with the Minimum Wage Order 2012 read together with the Guidelines where it has been declared under para 3. (v) that part or whole of the service charge may be used to top-up the difference of the current salary below the stipulated minimum wage to make up the minimum wage of RM900 (Pen. Malaysia) or RM800 (Sabah, FTLabuan and Sarawak) as the case may be.
- ii) As we have requested for a blanket deferment for the industry and we are certain that many have individually applied for the deferment on their own pursuant to the letter dated 4.9.2012 from the NWCC, we believe we are on track to procure the deferment.
- iii) However, you are advised that unless the deferment is officially granted, the 01 January 2013 dates shall remain the date of effective implementation and steps should be taken immediately to comply with the Order.

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