NATIONAL WAGES CONSULTATIVE COUNCIL

GUIDELINES ON THE IMPLEMENTATION OF
THE MINIMUM WAGES ORDER 2012

Secretariat
National Wages Consultative Council
Ministry of Human Resources
Level 7, Block D3, Complex D
Federal Government Administrative Centre
62530 PUTRAJAYA

6 September 2012
INTRODUCTION

WHEREAS the National Wages Consultative Council (“the Council”) established under section 3 of the National Wages Consultative Council Act 2011 (Act 732) in exercising the powers provided under section 4 (2) of Act 732, hereby decides other than matters provided for in the Minimum Wages Order 2012 [P.U.(A) 214] (“Order”), the method of implementation of the Order is as follows:

1. MINIMUM WAGES FOR DAILY RATED EMPLOYEE

In line with the objective of implementation of the Minimum Wages Order 2012, a full time employee shall be paid an average minimum wages of not less than RM900 (Peninsular Malaysia) or RM800 (Sabah, Sarawak and Federal Territory of Labuan) a month. A full time employee paid on a daily basis and was present to work on normal working days as determined and who completes the agreed normal hours of work as per the contract of service without regard to the total hours worked in a day shall be paid a daily minimum wages based on the following formula:

\[
\text{Daily Wages Rate} = \frac{\text{Rate of Monthly Minimum Wages} \times 12 \text{ months}}{52 \text{ weeks} \times \text{No. of Working Days in a Week}}
\]

(i) The daily minimum wage rates for Peninsular Malaysia are as follows:

<table>
<thead>
<tr>
<th>No. of Working Days in a Week</th>
<th>Daily Wages Rates</th>
<th>Average Monthly Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>RM34.62</td>
<td>RM34.62 x 26 days =RM900.12 ≈ RM900</td>
</tr>
<tr>
<td>5</td>
<td>RM41.54</td>
<td>RM41.54 x 21.67 days =RM900.17 ≈ RM900</td>
</tr>
<tr>
<td>4</td>
<td>RM51.92</td>
<td>RM51.92 x 17.33 days =RM899.77 ≈ RM900</td>
</tr>
</tbody>
</table>

Note: The above calculation is based on total working hours of a maximum of 48 hours a week.
(ii) The daily minimum wage rates for Sabah, Sarawak and Federal Territory of Labuan are as follows:

<table>
<thead>
<tr>
<th>No. of Working Days in a Week</th>
<th>Daily Wages Rates</th>
<th>Average Monthly Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>RM30.77</td>
<td>RM30.77 x 26 days = RM800.02 ≈ RM800</td>
</tr>
<tr>
<td>5</td>
<td>RM36.92</td>
<td>RM36.92 x 21.67 days = RM800.06 ≈ RM800</td>
</tr>
<tr>
<td>4</td>
<td>RM46.15</td>
<td>RM46.15 x 17.33 days = RM799.78 ≈ RM800</td>
</tr>
</tbody>
</table>

Note: The above calculation is based on total working hours of a maximum of 48 hours a week.

2. MINIMUM WAGES FOR EMPLOYEES WHO ARE PAID WAGES BY PIECE-RATED, TONNAGE, TRIP OR COMMISSION.

The method of implementation of the minimum wages for employees without basic wages but their wages are paid by piece-rated, tonnage, trip or commission are as follows:

(i) If the wages paid is above the minimum wages, the minimum wages of RM900 in Peninsular Malaysia or RM800 in Sabah, Sarawak and the Federal Territory of Labuan is deemed to have been complied with;

(ii) If the wages paid is RM900 in Peninsular Malaysia or RM800 in Sabah, Sarawak and the Federal Territory of Labuan, the minimum wages of RM900 or RM800 is deemed to have been complied with; and

(iii) If the wages paid is less than RM900 in Peninsular Malaysia or RM800 in Sabah, Sarawak and the Federal Territory of Labuan, the employer must top-up the additional wages to meet the minimum wages of RM900 or RM800.
This method does not deny the rights of employer/employee from paying/receiving wages which are better off in accordance with the terms of the contract of service.

3. **METHOD OF RESTRUCTURING OF WAGES**

Subject to **negotiation** between the employer and employee, the method of restructuring of wages is based on the following conditions:

(i) the restructuring process is made **ONLY ONCE BEFORE** the commencement date of this Order and **NOT** a continuous process after the commencement date of the Order;

(ii) the restructuring of the wages only involves payments in cash as defined in the definition of "wages" under section 2 of the Employment Act 1955, the Sabah Labour Ordinance [Chapter 67] or the Sarawak Labour Ordinance [Chapter 76];

(iii) non-wages payments that are excluded in the definition of "wages" under section 2 of the Employment Act 1955, the Sabah Labour Ordinance [Chapter 67] or Sarawak Labour Ordinance [Chapter 76] shall not be restructured as minimum wages. The non-wages payments are as follows:

(a) the value of any house accommodation or the supply of any food, fuel, light or water or medical attendance, or of any approved amenity, or approved service;

(b) any contribution paid by the employer on his own account to any pension fund, provident fund, superannuation scheme, retrenchment, termination, lay-off or retirement scheme, thrift scheme or any other fund or scheme established for the benefit or welfare of the employee;

(c) any travelling allowance or the value of any travelling concession;
(d) any sum payable to the employee to defray special
expenses entailed on him by the nature of his
employment;

(e) any gratuity payable on discharge or retirement; or

(f) any annual bonus or any part of any annual bonus.

(iv) allowances paid specifically due to the nature of work such as
heat allowance, dust allowance, noise allowance, standing
allowance and similar kind of allowances that are provided to
specific employees are not advisable to be restructured;

(v) for the hotel sector where the service charge collection is
implemented, the employer may convert all or part of the
service charge meant for distribution to the employee, to form
part of the minimum wages;

(vi) for the plantation sector where the Special Gratuitous Payment
of RM200 is implemented, the employer may convert all or part
of the payment as part of the minimum wages. Any terms and
conditions relating to the eligibility for such payment shall be
void. However, if there is balance owed, the terms and
conditions pertaining to such eligibility for the remaining
payments shall continue to apply;

(vii) for the security services sector where security incentive is
payable to employee as provided for in the Wages Council
Order (Wages Regulation Order) (Statutory Minimum
Remuneration of Private Security Guards in Peninsular
Malaysia) in 2011 and the Wages Council Order (Wages
Regulation Orders) (Statutory Minimum Remuneration of
Private Security Guards in Sabah and Sarawak) 2011, the
incentive may be restructured as part of the minimum wages;
(viii) housing allowance may be restructured as part of the minimum wages provided that the allowance is not a replacement of a value of benefit provided by the employer, but as a cash payment based on the contract of service; and

(ix) the restructuring of wages shall not reduce the total wages received by the employee before the restructuring.

The National Wages Consultative Council in its Meeting No.4/2012 on 28th August 2012 decided to make the above Guidelines and is endorsed by the Chairman:

(TAN SRI DATUK AMAR STEVE SHIM LIP KIONG)
Chairman
National Wages Consultative Council

Endorsed By:

(DATUK SERI DR. SUBRAMANIAM A/L K.V. SATHASIVAM)
Minister of Human Resources
EXPLANATION

1. INTERPRETATION

For the purpose of implementation of Act 732 and enforcement of the Minimum Wages Order 2012 -

(i) **Minimum wages is basic wages.**

(ii) **‘Employee’** means an employee under Act 732 based on the definition of ‘employee’ covered in the –

   (a) First Schedule of the Employment Act 1955, the employee whose wages does not exceed RM2,000 a month or those engaged in manual labour irrespective of the amount of wages or other employees as in **Annex A**, or

   (b) Schedule of Sabah Labour Ordinance [Chapter 67] (**Annex B**) or Sarawak Labour Ordinance [Chapter 76] (**Annex C**), the employee whose wages does not exceed RM2,500 a month or those engaged in manual labour irrespective of the amount of wages or other employees, except a domestic servant and an apprentice.

(iii) **‘Contract of Service’** –

   (a) means any agreement, whether oral or in writing and whether express or implied, whereby one person agrees to employ another person as an employee and that other person agrees to serve his employer as an employee, but does not include an apprenticeship contract; and

   (b) including ‘Collective Agreement’ means an agreement in writing concluded between an employer or trade union of employers on the one hand and a trade union of workmen on the other relating to the terms and conditions of
employment and work of workmen or concerning relations between such parties.

(iv) ‘Apprenticeship contract’ has the same meaning assigned thereto in the Employment Act 1955, Sabah Labour Ordinance [Chapter 67] or Sarawak Labour Ordinance [Chapter 76], means, a written contract entered into by a person with an employer who undertakes to employ the person and train or have him trained systematically for a trade for a specified period which shall not be less than two years in the course of which the apprentice is bound to work in the employer's service.

2. COMMENCEMENT OF IMPLEMENTATION OF THE ORDER

Explanation on subparagraph 2(1)(a) of the Order

(i) The Minimum Wages Order 2012 shall come into force on 1 January 2013 to an employer who employs six or more persons.

(ii) The Order continues to apply to the employer even if the number of employees has become less than six persons after 1 January 2013.

(iii) In the event on 1 January 2013, the employer has five employees or less but after such date the number of employees has increased to more than five, then the employer shall pay the minimum wages to all employees from the date the additional employee was employed.

Illustration 1

Say:

On 1 January 2013, Company ABC Sdn Bhd has 6 employees, the company is required to pay minimum wages to all its employees.
If in February 2013, the number of employees has become less than 6, the company is still obliged to comply with the Order to pay the minimum wages to the remaining employees.

In this example, the employer who is subjected to the Order as illustrated above will continue to be subjected based on the principle of "once in, always in".

Clarification Regarding Classification of Professional Activities Under Malaysia Standard Classification Of Occupations (MASCO)

(iv) An employer who carries out professional activities, such as a doctor who operates a clinic is classified as a professional activity under MASCO and is required to comply with the Order from 1 January 2013 regardless of the number of employees employed.

(v) In the classification MASCO under Major Group 2: Professional, there are seven main sub groups as follows:

(a) Professional Science and Engineering;
(b) Health Professionals;
(c) Professional Training;
(d) Professional Business and Administration;
(e) Professional Information and Communication Technology;
(f) Legal Professionals, Social and Cultural Rights, and
(g) Professional Services Hospitality, Retail and Other Services.

(vi) The details relating to the small groups under the main sub groups above can be referred to in Annex D.

Clarification on Subparagraph 2 (2) of The Order Regarding Application For Deferment

(vii) Any person or class of persons may apply for deferment of the implementation date of the Order. The application in writing either by letter or email must contain strong reasons and
justifications and addressed to the Secretariat of the National Wages Consultative Council (NWCC) as follows:

Secretary
National Wages Consultative Council
Ministry of Human Resources
Level 7, Block D3, Complex D
Federal Government Administrative Centre
62530 PUTRAJAYA
No. Tel: 03-8886 5156/5162
Fax: 03-8889 2377
Email: mpgn@mohr.gov.my

(viii) For an employer who employs six or more employees whose effective commencement date is on 1 January 2013, his application must be received by the NWCC Secretariat, latest on 2 October 2012.

(ix) For an employer who employs five or less employees whose effective commencement date is on 1 July 2013, his application must be received by the NWCC Secretariat, latest on 1 April 2013.

(x) The application for deferral of implementation of the Order must be attached with the following documents:

- Corporate Information issued by Companies Commission of Malaysia (SSM);
- Audited Financial Statement for the past three years; and
- Information on the number of local and foreign employees, separately with the amount of their last drawn monthly wages.

(xi) Any application received by the NWCC Secretariat after these dates will NOT be considered.
3. **NON-APPLICATION**

The Order does not apply to domestic servants and apprentices.

4. **REDUCTION OF MINIMUM WAGE RATE**

**Employees in Probation Period**

(i) Reduction of the payment of the minimum wages rate not exceeding 30% for a probationer is based on the contract of service of the employee.

**Illustration 2**

Say:

Employee A is an employee with an employer who employs 7 employees and is on probation for 12 months from 1 April 2012. His first 6 months probation period will be completed on 30 September 2012, so the minimum wages rate on 1 January 2013 shall be implemented on 1 January 2013 and cannot be reduced thereafter.

**Illustration 3**

Say:

Employee B in Peninsular Malaysia has begun work on 1 October 2012 and on probation for a period of 12 months with RM500 wages per month. Until 31 December 2012, he underwent a three-month probation period. This means the remaining probation period is three months. Therefore, he shall be paid at least RM630 per month for the months of January to March 2013. On 1 April 2013, he shall be paid a minimum wages of RM900 per month.
5. **FORMULA FOR RESTRUCTURING OF WAGES AND ALLOWANCES**

\[
MW = BW + (MW - BW) \\
ABO2 = ABO1 - (MW - BW)
\]

MW = Minimum Wages  
BW = Basic Wages  
ABO1 = Allowance Before Order  
ABO2 = Allowance After Order

**Illustration 4**

For an employee in **Peninsular Malaysia** whose basic wages is RM625 and is paid cash allowances of RM275, his employer may restructure such cash allowances to be part of minimum wages.

<table>
<thead>
<tr>
<th>Current Wages</th>
<th>Wages After the Order</th>
</tr>
</thead>
<tbody>
<tr>
<td>RM625 (basic wages)</td>
<td>RM625+(RM900-RM625)</td>
</tr>
<tr>
<td>RM275 (allowance)</td>
<td>= RM900 (minimum wages);</td>
</tr>
<tr>
<td>Total=RM900</td>
<td>RM275 – (RM900-RM625)</td>
</tr>
<tr>
<td></td>
<td>=RM0 (allowance)</td>
</tr>
<tr>
<td></td>
<td>Total=RM900</td>
</tr>
</tbody>
</table>

**Illustration 5**

For an employee in **Sabah** whose basic wages is RM457.35 and is paid cash allowances of RM700, his employer may restructure part of the cash allowances to be part of the minimum wages. The remaining amount of RM357.35 shall be retained as cash allowance.

<table>
<thead>
<tr>
<th>Current Wages</th>
<th>Wages after the Order</th>
</tr>
</thead>
<tbody>
<tr>
<td>RM457.35 (basic wages)</td>
<td>RM457.35 + (RM800-RM 457.35)</td>
</tr>
<tr>
<td>RM700 (allowance)</td>
<td>= RM800 (minimum wages)</td>
</tr>
<tr>
<td>Total=RM1157.35</td>
<td>RM700 – (RM800-RM457.35)</td>
</tr>
<tr>
<td></td>
<td>= RM357.35 (allowance)</td>
</tr>
<tr>
<td></td>
<td>Total= RM 1157.35</td>
</tr>
</tbody>
</table>
Illustration 6

For an employee in Sarawak whose basic wages is RM553 and is paid cash RM547 based on the service charge collected, his employer may restructure part of the cash payment to be part of minimum wages. The remaining amount of RM300 shall be maintained as a service charge.

<table>
<thead>
<tr>
<th>Current wages</th>
<th>Wages after the Order</th>
</tr>
</thead>
<tbody>
<tr>
<td>RM553 (basic wages)</td>
<td>RM553+(RM800-RM553)</td>
</tr>
<tr>
<td>RM547 (cash payment from service</td>
<td>= RM800 (minimum wages)</td>
</tr>
<tr>
<td>charge collection)</td>
<td>RM547 – (RM800-RM553)</td>
</tr>
<tr>
<td>Total=RM1100</td>
<td>RM300 (cash payment from service charge collection)</td>
</tr>
</tbody>
</table>

Illustration 7

For an employee in Peninsular Malaysia whose basic wages is RM650 and paid a cash allowance of RM200 (A) and other cash allowances of RM21 (B), RM53 (C) and RM42 (D) based on productivity and performance, his employer may restructure the fixed cash allowance of A and part of cash allowances from B, C or D as the minimum wages. The remaining cash allowances (B, C or D) which were not converted into the minimum wages will be retained as cash allowances.

<table>
<thead>
<tr>
<th>Current wages</th>
<th>Wages after the Order</th>
</tr>
</thead>
<tbody>
<tr>
<td>RM650 (basic wage)</td>
<td>RM650+(RM900-RM650)</td>
</tr>
<tr>
<td>RM200 (A allowance)</td>
<td>= RM900 (minimum wages)</td>
</tr>
<tr>
<td>RM21 (B allowance)</td>
<td>RM200 (may be converted to be part of minimum wages)</td>
</tr>
<tr>
<td>RM53 (C allowance)</td>
<td>RM21 (B allowance)</td>
</tr>
<tr>
<td>RM42 (D allowance)</td>
<td>RM53 (C allowance)</td>
</tr>
<tr>
<td>RM66 (allowances B + C + D) =</td>
<td>RM42 (D allowance)</td>
</tr>
<tr>
<td>(RM200 + RM21 + RM53 + RM42) –</td>
<td>RM316 – RM250</td>
</tr>
<tr>
<td>(RM900 –RM650) = RM316 – RM250</td>
<td>RM50 be part of minimum wages</td>
</tr>
<tr>
<td>Total = RM966</td>
<td>Total = RM966</td>
</tr>
</tbody>
</table>

13
Illustration 8

For an employee in Labuan whose basic wages is RM700 and not paid any cash allowance, the employer has to top-up RM100 to fulfil part of minimum wages.

<table>
<thead>
<tr>
<th>Current wages</th>
<th>Wages after the Order</th>
</tr>
</thead>
<tbody>
<tr>
<td>RM700 (basic wages)</td>
<td>RM700 + (RM800 - RM700) = RM800 (minimum wages)</td>
</tr>
<tr>
<td>Total=RM700</td>
<td>Total=RM800</td>
</tr>
</tbody>
</table>

6. REVOCATIONS AND EXCLUSIONS

(i) List of Orders under the Wages Council Act 1947 (Act 195) which is still in force are as follows:

(a) Wages Councils (Wages Regulation Order) (Statutory Minimum Remuneration of Private Security Guard In Peninsular Malaysia) Order 2011;

(b) Wages Councils (Wages Regulation Order) (Statutory Minimum Remuneration of Private Security Guard In Sarawak and Sabah) Order 2011;

(c) Wages Regulation Order (Catering and Hotel) 1982;

(d) Wages Regulation Order (Cinema Workers) 1972;

(e) Wages Regulation Order (Shop Assistants) 1970;

(f) Wages Regulation Orders (Shop Assistants) (Sarawak) 1972; and

(g) Wages Regulation Order (Stevedores & Cargo Handlers) 1977.

(ii) All the above Orders will be REVOKED on 1 January 2013 except for an employer other than the employer in the sub-
paragraph 1 (1) (b) of the Order who employs five employees or less.

(iii) Explanation on the application of Wages Regulation Order ("WRO") for Private Security Guards is as follows:

(a) The WRO is revoked and replaced by the Minimum Wages Order 2012 on an employer who operates security guard business and employs 6 employees or more on 1 January 2013.

(b) The WRO continues to apply from 1 January 2013 to 30 June 2013 on the security guard company with 5 employees or less.

(c) The WRO will remain in force on the security guard company who has obtained an approval to defer the implementation of the Minimum Wages Order 2012 until the date the Minimum Wages Order 2012 comes into operation.
REFERENCES

Relevant laws:

2. Employment Act 1955 (Act 265)
3. Sabah Labour Ordinance (Chapter 67)
4. Sarawak Labour Ordinance (Chapter 76)
5. Industrial Relations Act 1967 (Act 177)

ANNEXURES

Annex A - First Schedule of the Employment Act 1955
Annex B - Schedule to the Sabah Labour Ordinance (Chapter 67)
Annex C - Schedule to the Sarawak Labour Ordinance (Chapter 76)
Annex D - Classification MASCO for Professional Groups

Prepared by:

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FIRST SCHEDULE
EMPLOYMENT ACT 1955
[Subsection 2(1)]

Employee Provision of the Act not applicable

1. Any person, irrespective of his occupation, who has entered into a contract of service with an employer under which such person’s wages do not exceed two thousand ringgit a month.

2. Any person who, irrespective of the amount of wages he earns in a month, has entered into a contract of service with an employer in pursuance of which—

   (1) he is engaged in manual labour including such labour as an artisan or apprentice:

   Provided that where a person is employed by one employer partly in manual labour and partly in some other capacity such person shall not be deemed to be performing manual labour unless the time during which he is required to perform manual labour in any one wage period exceeds one-half of the total time during which he is required to work in such wage period;

   (2) he is engaged in the operation or maintenance of any mechanically propelled vehicle operated for the transport of passengers or goods or for reward or for commercial purposes;

   (3) he supervises or oversees other employees engaged in manual labour employed by the same employer in and throughout the performance of their work;

   (4) he is engaged in any capacity in any vessel
registered in Malaysia and who—

(a) is not an officer certificated under the Merchant Shipping Acts of the United Kingdom as amended from time to time;

(b) is not the holder of a local certificate as defined in Part VII of the Merchant Shipping Ordinance 1952 [F.M. 70/1952]; or

(a) has not entered into an agreement under Part III of the Merchant Shipping Ordinance 1952; or

(5) he is engaged as a domestic servant.

3. For the purpose of this Schedule “wages” means wages as defined in section 2, but shall not include any payment by way of commissions, subsistence allowance and overtime payment.

Sections 12, 14, 16, 22, 61 and 64, and Parts IX, XII and XIIA
Employee

1. Any person, irrespective of his occupation, who has entered into a contract of service with an employer under which such person’s wages do not exceed two thousand five hundred ringgit a month.

2. Any person who, irrespective of the amount of wages he earns in a month, has entered into a contract of service with an employer in pursuance of which –

   (a) he is engaged in manual labour including such labour as an artisan or apprentice:

       Provided that where a person is employed by one employer partly in manual labour and partly in some other capacity, such person shall not be deemed to be performing manual labour unless the time during which he is required to perform manual labour in any one wage period exceeds one half of the total time during which he is required to work in such wage period;

   (b) he is engaged in the operation or maintenance of any mechanically propelled vehicle operated for the transport of passengers or goods or for reward or for commercial purposes;
(c) he supervises or oversees other employees engaged in manual labour employed by the same employer in and throughout the performance of their work;

(d) he is engaged in recruiting employees;

(e) he is engaged in any capacity in any vessel registered in Malaysia and who -

(i) is not an officer certificated under the Merchant Shipping Acts of the United Kingdom as amended from time to time;

(ii) is not a holder of a local certificate as defined in Part VII of the Merchant Shipping Ordinance 1952; or

(iii) has not entered into an agreement under Part III of the Merchant Shipping Ordinance 1952; or

(f) he is engaged as a domestic servant.

3. For the purpose of this Schedule, “wages” means wages as defined in section 2, but shall not include any payment by way of commission, subsistence allowance and overtime payment.
SCHEDULE
LABOUR ORDINANCE (SARAWAK CAP. 76)

[Subsection (1) of section 2]

Employee

1. Any person, irrespective of his occupation, who has entered into a contract of service with an employer under which such person’s wages do not exceed two thousand five hundred ringgit a month.

2. Any person who, irrespective of the amount of wages he earns in a month, has entered into a contract of service with an employer in pursuance of which –

   (a) he is engaged in manual labour including such labour as an artisan or apprentice:

       Provided that where a person is employed by one employer partly in manual labour and partly in some other capacity, such person shall not be deemed to be performing manual labour unless the time during which he is required to perform manual labour in any one wage period exceeds one half of the total time during which he is required to work in such wage period;

   (b) he is engaged in the operation or maintenance of any mechanically propelled vehicle operated for the transport of passengers or goods or for reward or for commercial purposes;

Provision of the Ordinance not applicable
(c) he supervises or oversees other employees engaged in manual labour employed by the same employer in and throughout the performance of their work;

(d) he is engaged in recruiting employees;

(e) he is engaged in any capacity in any vessel registered in Malaysia and who -

   (i) is not an officer certificated under the Merchant Shipping Acts of the United Kingdom as amended from time to time;

   (ii) is not a holder of a local certificate as defined in Part VII of the Merchant Shipping Ordinance 1952; or

   (iii) has not entered into an agreement under Part III of the Merchant Shipping Ordinance 1952; or

(f) he is engaged as a domestic servant.

Definition of “ordinary rate of pay” in section 2, sections 104, 105, 105A, 105B, 105C, 105D, 105E and subsection (2) of section 106

Definition of “ordinary rate of pay” in section 2, sections 11 and 12, subsections (1) and (2) of section 14, sections 58, 59, Chapter XIB, sections 103, 104, 105, 105A, 105B, 105C, 105D, 105E, 105F, sub section (2) of section 106 and Chapter XIVA.

3. For the purpose of this Schedule, “wages” means wages as defined in section 2, but shall not include any payment by way of commission, subsistence allowance and overtime payment.
MAJOR GROUP 2 - PROFESSIONALS

Professionals increase the existing stock of knowledge, apply scientific or artistic concepts and theories, teach about the foregoing in a systematic manner, or engage in any combination of these three activities. Most occupations in this major group require skills at the fourth skill level.

21 SCIENCE AND ENGINEERING PROFESSIONALS

211 Physicists, Chemists and Related Professionals
212 Mathematicians, Actuaries and Statisticians
213 Life Science Professionals
214 Engineering Professionals (Excluding Electro-Technology)
215 Electro-technology Engineers
216 Architects, Planner, Surveyors and Designer
217 Ship, Aircraft and Train/Locomotive Controllers
218 Mining, Manufacturing and Construction Professionals

22 HEALTH PROFESSIONALS

221 Medical Doctors
222 Nursing and Midwifery Professionals
223 Traditional and Complementary Medicine Professionals
224 Paramedical Practitioners
225 Veterinarians
226 Other Health Professionals

23 TEACHING PROFESSIONALS

231 University and Higher Education Teachers
232 Vocational Education Teachers
233  Secondary Education Teachers
234  Primary School and Early Childhood Teachers
235  Music, Arts and Performing Arts Teachers
236  Language Teachers
237  Religious Teachers
238  Skill Technology and Technical Trainers
239  Other Teaching Professionals

24  BUSINESS AND ADMINISTRATION PROFESSIONALS

241  Finance Professionals
242  Administration Professionals
243  Sales, Marketing and Public Relations Professionals
244  Regulatory Government Professionals

25  INFORMATION AND COMMUNICATIONS TECHNOLOGY PROFESSIONALS

251  Software and Applications Developers and Analysts
252  Database and Network Professionals

26  LEGAL, SOCIAL AND CULTURAL PROFESSIONALS

261  Legal Professionals
262  Librarians, Archivists and Curators
263  Social and Religious Professionals
264  Authors, Journalists and Linguists
265  Creative and Performing Artists

27  HOSPITALITY, RETAIL AND OTHER SERVICES PROFESSIONALS

271  Hotel, Restaurant, Hospitality and Other Related Services