

## SOCISO INFORMATION

### CONTRIBUTION'S RATES

The principal employer must make a monthly contribution for each eligible employee according to the rates specified under the Act. The employee's share of 0.5% of wages should be paid for coverage under the Invalidity Pension Scheme while the employer pays 1.75% for the Employment Injury Insurance Scheme and the Invalidity Pension Scheme. The rate of contribution is based on the monthly wage of the employee in accordance to 34 categories. Contributions should be made from the first month the employee is employed.

### CONTRIBUTION'S TYPES

Types and categories of contribution

The first category (Employment Injury Insurance Scheme and Invalidity Pension Scheme). The payment of the contribution is by both the employer and employee.

The second category (Employment Injury Insurance Scheme Only). The payment of contributions is made only by the employer, i.e. for an employee who is not eligible for coverage under the Invalidity Pension Scheme

### CONTRIBUTION SCHEDULE

Wage	(First Category) Employment Injury & Invalidity			(Second Category) Employment Injury Only
	Employer Share	Employee's Share	Total	Employer contribution only
up to RM30	0.4	0.1	0.5	0.3
exceeds RM30 but does not exceed RM50	0.7	0.2	0.9	0.5
exceeds RM50 but does not exceed RM70	1.10	0.30	1.40	0.80
exceeds RM70 but does not exceed RM100	1.50	0.40	1.90	1.10
exceeds RM100 but does not exceed RM140	2.10	0.60	2.70	1.50
exceeds RM140 but does not exceed RM200	2.95	0.85	3.80	2.10

exceeds RM200 but does not exceed RM300	4.35	1.25	5.60	3.10
exceeds RM300 but does not exceed RM400	6.15	1.75	7.90	4.40
exceeds RM400 but does not exceed RM500	7.85	2.25	10.10	5.60
exceeds RM500 but does not exceed RM600	9.65	2.75	12.40	6.90
exceeds RM600 but does not exceed RM700	11.35	3.25	14.60	8.10
exceeds RM700 but does not exceed RM800	13.15	3.75	16.90	9.40
exceeds RM800 but does not exceed RM900	14.85	4.25	19.10	10.60
exceeds RM900 but does not exceed RM1,000	16.65	4.75	21.40	11.90
exceeds RM1,000 but does not exceed RM1,100	18.35	5.25	23.60	13.10
exceeds RM1,100 but does not exceed RM1,200	20.15	5.75	25.90	14.40
exceeds RM1,200 but does not exceed RM1,300	21.85	6.25	28.10	15.60
exceeds RM1,300 but does not exceed RM1,400	23.65	6.75	30.40	16.90
exceeds RM1,400 but does not exceed RM1,500	25.35	7.25	32.60	18.10
exceeds RM1,500 but does not exceed RM1,600	27.15	7.75	34.90	19.40
exceeds RM1,600 but does not exceed RM1,700	28.85	8.25	37.10	20.60

exceeds RM1,700 but does not exceed RM1,800	30.65	8.75	39.40	21.90
exceeds RM1,800 but does not exceed RM1,900	32.35	9.25	41.60	23.10
exceeds RM1,900 but does not exceed RM2,000	34.15	9.75	43.90	24.40
exceeds RM2,000 but does not exceed RM2,100	35.85	10.25	46.10	25.60
exceeds RM2,100 but does not exceed RM2,200	37.65	10.75	48.40	26.90
exceeds RM2,200 but does not exceed RM2,300	39.35	11.25	50.60	28.10
exceeds RM2,300 but does not exceed RM2,400	41.15	11.75	52.90	29.40
exceeds RM2,400 but does not exceed RM2,500	42.85	12.25	55.10	30.60
exceeds RM2,500 but does not exceed RM2,600	44.65	12.75	57.40	31.90
exceeds RM2,600 but does not exceed RM2,700	46.35	13.25	59.60	33.10
exceeds RM2,700 but does not exceed RM2,800	48.15	13.75	61.90	34.40
exceeds RM2,800 but does not exceed RM2,900	49.85	14.25	64.10	35.60
exceeds RM2,900	51.65	14.75	66.40	36.90

Note:

- Second Category \* :
1. For Employees whose age exceeds 55 years or
  2. For employees who have never contributed to the two schemes before attaining age 50 years

For all other employees contributions (must be) according to the first category

## **DEFINITION OF 'WAGES'**

All remuneration payable in money to an employee is wages for purposes of SOCSO contributions. This includes the following payments : -

- Salary
- Overtime payments
- Commissions and service charge
- Payments for leave; annual , sick, maternity, rest day, public holidays and others
- Allowances; incentive, shift, food, cost of living, housing and others

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 :-

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

## **COVERAGE**

SOCSO provides protection to eligible employees through two schemes namely the Employment Injury Insurance Scheme and the Invalidity Pension Scheme.

## **LATE CONTRIBUTION INTEREST**

An employer who fails to pay contributions within the period specified shall be liable to pay interest as specified under regulation 33 of the Employees Social Security (General) Regulations, 1971.

Interest payable will be calculated at the rate of six percent per annum in respect of each day of default or delay beyond the end of such period, being minimum payable at RM5.00