

**EXELITE RESOURCES SDN BHD**  
**FEE AND SALARY SCALE PER FOREIGN WORKER**  
**MANUFACTURING SECTOR UNDER DIRECT APPLICATION**

FEES REQUIRED BY IMMIGRATION DEPT.	Govt Levy	Process Fees	Visa	PL(KS)	Insurance Guarantee	FWHS	Fomema Medical for male	FWCS	Total Per Worker	Minimum Rate Per Day/ 8 hours	Minimum Basic Salary per month	Minimum Overtime (2 hours per day)	Minimum Salary with OT Per Month
NATIONALITY	(RM)	(RM)	(RM)	(RM)	(RM)	(RM)	(RM)	(RM)	(RM)	(RM)	(RM)	(RM)	(RM)
NEPAL	1,850.00	125.00	20.00	60.00	750.00 80.00	137.80	190.80	95.00	2,558.60	38.46	1,000.00	7.21/ hour 374.92/month	1,374.92
BANGLADESH	1,850.00	125.00	20.00	60.00	500.00 80.00	137.80	190.80	95.00	2,558.60	38.46	1,000.00	7.21/ hour 374.92/month	1,374.92
VIETNAM	1,850.00	125.00	13.00	60.00	1,500.00 74.20	137.80	190.80	95.00	2,545.80	38.46	1,000.00	7.21/ hour 374.92/month	1,374.92
MYANMAR	1,850.00	125.00	19.50	60.00	750.00 80.00	137.80	190.80	95.00	2,558.10	38.46	1,000.00	7.21/ hour 374.92/month	1,374.92
SRI LANKA	1,850.00	125.00	15.00	60.00	750.00 80.00	137.80	190.80	95.00	2,553.60	38.46	1,000.00	7.21/ hour 374.92/month	1,374.92
INDONESIA	1,850.00	125.00	15.00	60.00	250.00 80.00	137.80	190.80	95.00	2,553.60	38.46	1,000.00	7.21/ hour 374.92/month	1,374.92
INDIA	1,850.00	125.00	30.00	60.00	750.00 80.00	137.80	190.80	95.00	2,568.60	38.46	1,000.00	7.21/ hour 374.92/month	1,374.92
PAKISTAN	1,850.00	125.00	20.00	60.00	750.00 80.00	137.80	190.80	95.00	2,558.60	38.46	1,000.00	7.21/ hour 374.92/month	1,374.92
THAILAND	1,850.00	125.00	GRATIS	60.00	250.00 80.00	137.80	190.80	95.00	2,538.60	38.46	1,000.00	7.21/ hour 374.92/month	1,374.92
CAMBODIA	1,850.00	125.00	20.00	60.00	250.00 80.00	137.80	190.80	95.00	2,558.60	38.46	1,000.00	7.21/ hour 374.92/month	1,374.92
PHILIPPINES	1,850.00	125.00	36.00	60.00	1,000.00 80.00	137.80	190.80	95.00	2,574.60	38.46	1,000.00	7.21/ hour 374.92	1,374.92

**BASIC TERMS AND CONDITIONS**

- Effective 1st Jan 2014, The Government Levy shall be advance by the employer every year and deductible from the employee's salary into 12 equal months installments.
- The Processing Fee, Visa, PL(KS), FOMEMA, Insurance Guarantee, FWHS & FWCS shall be borne by the employer every year till the worker's end contract.
- The Overtime rate of 1.5 x for normal day, 2.0 x for Sunday and 3.0 x for Public Holiday as per Malaysian Labour Law.
- Medical benefit, Annual Leave, Sick Leave and Public Holidays shall be provided by the employer as per Malaysian Labour Law.
- Minimum Salary per month based on Gross Salary that includes 1 hour overtime, incentives or allowances. However it shall be negotiable upon the terms of the client's regulation.
- Accommodations to be provided by the employer within 1 km radius of work place with basic house amenities such as mattress, pillow and basic kitchen utensils for first time only.
- Contract period for each worker is between two (2) to three (3) years. However, the contract period could be extended to five (5) till ten (10) years upon approval by the M'sia Immigration Dept.
- The Worker's Work Permit shall be renewed every year till the workers end of work contract.
- A Return air ticket shall be provided by the employer upon completion of work contract.
- Effective July 2016 onwards, Labour Ministry have announced that Basic Salary Rate per month is RM 1,000.00, however should it be postponed,. Once commenced, Foreign workers must be paid accordingly to Labour Law.

\* The above information given are as per current Malaysia Law regulations imposed which may be changed from time to time subject to the discretion of various authorities.