

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

FEES REQUIRED BY THE IMMIGRATION DEPT.	Government Levy	Processing Fees	Visa	PL(KS)	Insurance/ Bank Guarantee	FWHS	Fomema	FWCS	Total Per Worker	Minimum Salary Per Day/ 8 hours	Minimum Salary Per Month
NATIONALITY	(RM)	(RM)	(RM)	(RM)	(RM)	(RM)	(RM)	(RM)	(RM)	(RM)	(RM)
NEPAL	590.00	10.00	20.00	60.00	750.00 70	130.00	180.00	90.00	1,150.00	21.00	750.00
BANGLADESH	590.00	10.00	20.00	60.00	500.00 70	130.00	180.00	90.00	1,150.00	21.00	750.00
VIETNAM	590.00	10.00	13.00	60.00	1,500.00 70	130.00	180.00	90.00	1,143.00	21.00	750.00
MYANMAR	590.00	10.00	19.50	60.00	750.00 70	130.00	180.00	90.00	1,149.50	21.00	750.00
SRI LANKA	590.00	10.00	20.00	60.00	750.00 70	130.00	180.00	90.00	1,150.00	21.00	750.00
INDONESIA	590.00	10.00	15.00	60.00	250.00 70	130.00	180.00	90.00	1,145.00	21.00	750.00
INDIA	590.00	10.00	30.00	60.00	750.00 70	130.00	180.00	90.00	1,160.00	23.00	850.00
PAKISTAN	590.00	10.00	20.00	60.00	750.00 70	130.00	180.00	90.00	1,150.00	21.00	800.00
THAILAND	590.00	10.00	GRATIS	60.00	250.00 70	130.00	180.00	90.00	1,130.00	21.00	800.00
CAMBODIA	590.00	10.00	20.00	60.00	250.00 70	130.00	180.00	90.00	1,150.00	21.00	750.00
PHILIPPINES	590.00	10.00	36.00	60.00	1,000.00 70	130.00	180.00	90.00	1,166.00	23.00	900.00

**BASIC TERMS AND CONDITONS**

1. Effective 1st April 2009, The Government Levy shall be paid by the employer every year and non deductible from the employee's salary. (Please check with nearest Labour Dept. for further details)
2. The Processing Fee, Visa, PL(KS), FOMEMA, Insurance Guarantee and FWCS shall be borne by the employer every year till the worker's end contract.
3. 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.
4. Medical benefit, Annual Leave, Sick Leave and Public Holidays shall be provided by the employer as per Malaysian Labour Law.
5. Minimum Salary per month based on Gross Salary that includes either overtime, incentives or allowances.
6. Accommodations to be provided by the employer within 1 km radius with mattress and basic kitchen utensils.
7. 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.
8. The Worker's Work Permit shall be renewed every year till the workers end of work contract.
9. A Return air ticket shall be provided by the employer upon completion of (3) years work contract.

\* 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.

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