

SEMINAR

ALL ABOUT WAGES

*Understanding Wage Legislation, Calculations, Statutory Compliance
& Malaysia's 2027 Wage Reforms*

This programme equips participants with a comprehensive understanding of Malaysian wage legislation and Budget 2027 reforms. It empowers organisations to ensure payroll accuracy, strengthen compliance, minimise wage disputes, and enhance effective wage administration.



NOVEMBER 18-19, 2026
9.00AM - 5.00PM



ROYALE CHULAN SEREMBAN



ENGLISH / BAHASA MALAYSIA

Closing Date:
November 13,
2026

WHO SHOULD ATTEND?



- HR Managers, Executives and Officers
- Payroll Administrators and Payroll Specialists
- Department Heads, Line Managers and Supervisors
- Professionals responsible for wage management, salary budgeting and payroll administration

9.00AM - 5.00PM

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OBJECTIVES

Upon successful completion of the programme, participants will be able to:

- Identify key wage definitions, Malaysian wage laws and 2027 wage reforms.
- Explain wage components, minimum wage, employee entitlements and employer responsibilities.
- Calculate salaries, overtime, rest-day and public holiday payments, and statutory deductions.
- Review wage structures, detect payroll errors and assess minimum wage revision costs.
- Evaluate wage practices for compliance, fairness, cost efficiency and sustainability.
- Develop compliance checklists, salary adjustment strategies and wage reform action plans.

SPEAKER'S PROFILE



ROHAIZAH HASHIM

Rohaizah Hashim brings over 30 years of HR experience across local and multinational companies, managing comprehensive HR functions including payroll and audits. She completed the Business Excellence (BE) program by MPC to enhance organizational productivity and performance. A Certified DISC Practitioner, HRDC Certified Trainer, Certified NLP Coach and Practitioner, and Certified Time Line Therapy practitioner, she leverages proven tools and methodologies to support personal and professional growth.

PROGRAM SCHEDULE

Time	Program Details (Day 1)
8.45AM	Registration of Participants
9.00AM	Module 1: Understanding Wages & Malaysian Employment Legislation ~Understand wage definitions, Malaysian wage laws, statutory wage components, and entitlements for different employment categories. ~Apply legal requirements for wage periods, salary payments, employment contracts, wage changes, and employer responsibilities.
10.30AM	Morning Coffee Break
10.45AM	Module 2: Minimum Wages, Wage Structures & Budget 2027 Reforms ~Understand Malaysia's minimum wage framework, the announced RM2,000 minimum wage, MSME exemptions, and the proposed RM2,500 wage framework for graduates and semi-skilled workers. ~Differentiate minimum wage, living wage and total remuneration; assess payroll cost implications and develop salary adjustment plans.
1.00PM	Lunch Break & Networking
2.00PM	Module 3: Wage Calculations, Proration & Working Hours ~Calculate monthly, daily and hourly wages, Ordinary Rate of Pay (ORP), Hourly Rate of Pay (HRP), and salaries for incomplete months under Section 18A of the Employment Act 1955. ~Apply lawful deductions for unpaid leave and absenteeism, account for different work schedules, and verify payroll accuracy through internal controls.
3.30PM	Afternoon Coffee Break
3.45PM	Module 4: Overtime, Rest Days & Public Holiday Payments ~Understand legal working hours, overtime eligibility, and payment calculations for normal workdays, rest days, public holidays, and shift work. ~Apply statutory requirements, manage OT approvals and working hours, control costs, and ensure payroll compliance.
5.00PM	End of Day 1

Time	Program Details (Day 2)
8.45AM	Registration of Participants
9.00AM	Module 5: Wage Deductions & Statutory Contributions ~Understand legal deduction rules under Section 24 of the Employment Act 1955, including EPF, SOCSO, EIS and PCB/MTD requirements. ~Identify prohibited deductions, apply lawful salary adjustments and recoveries, and ensure compliance with statutory rates, limits and reporting obligations.
10.30AM	Morning Coffee Break
10.45AM	Module 6: Special Wage Payments, Leave Entitlements & Final Salary ~Understand pay calculations for annual, sick, maternity and paternity leave, bonuses, incentives, commissions and salary arrears. ~Calculate final wages, unused leave payments, notice pay and termination benefits, including special employment situations.
1.00PM	Lunch Break & Networking
2.00PM	Module 7: Wage Administration, Payroll Governance & 2027 Compliance Readiness ~Manage payroll processing, wage records, salary reconciliation, internal controls, compliance audits and risk assessment. ~Use digital payroll tools and automated checks to improve accuracy, assess wage gaps, update salary scales and prepare for minimum wage reforms.
3.30PM	Afternoon Coffee Break
3.45PM	Module 8: Wage Disputes, Sustainable Wage Practices & Action Planning ~Handle wage enquiries, grievances and disputes, resolve payroll errors, correct underpayments and prevent recurring issues. ~Balance employee welfare with business costs, develop compliance checklists and prepare action plans for implementing 2027 wage reforms.
5.00PM	End of Programme

9.00AM - 5.00PM

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PARTICIPATION FEE (Inclusive of 8% SST)**Member RM 1,134.00 per pax****Non - Member RM 1,242.00 per pax****PAYMENT METHOD****1) HRDCORP GRANT (SBL - KHAS SCHEME)**

- No payment to FMM.
- Fund must be sufficient. Fee will be deducted from the employer's HRDCorp contributions.
- Full payment is to be made to FMM in the event that no disbursement from HRDCorp under any circumstances.

2) DIRECT PAYMENT TO FMM via Online Banking / ChequePayee Name: **FEDERATION OF MALAYSIAN MANUFACTURING****Bank Name : Malayan Banking Berhad****Account No : 505176510151****SST Registration No : W10-1901-32000105*****To provide FMM with the payment slip / advice once payment has been made.***REPLACEMENT/CANCELLATION/NO SHOW**

- Must be made in writing with reasons to FMM.
- Full payment fee will be charged by FMM for cancellation within 2 days prior to the event
- Participants who **did not turn-up will be charged full payment**. Invoice will be sent to the employer after program ends.
- Replacement can be accepted at no additional cost.
- FMM reserves the right to cancel or reschedule the program. All efforts will be taken to inform participants of the changes.

REGISTRATION

- All registration together with the payment should be made before the event date.
- Registration is on a first-come-first-serve basis.
- For SBL-KHAS Scheme, an attendance of 100% is a must, otherwise employers will be billed in full.
- For SBL-KHAS Scheme, grant approval must be provided to FMM at least 3 days before the event date.
- Upon submission of the completed Registration Form to FMM, you are deemed to have read and accepted the terms and conditions. The program would also be deemed as confirmed unless informed otherwise.
- Certificate will only be issued upon full disbursement from HRDCorp / payment from employer.

REGISTRATION FORM

FMM Negeri Sembilan (Attn: Ms. Eyda/Ms. Niza)

Email: herdawaty@fmm.org.my / niza@fmm.org.my

Tel No: 06-603 1626

Fax No: 06-603 1628

1) Name :

Designation :

E-mail :

NRIC :

Vegetarian : ☐

2) Name :

Designation :

E-mail :

NRIC :

Vegetarian : ☐

3) Name :

Designation :

E-mail :

NRIC :

Vegetarian : ☐

Payment:

Full payment of RM will be made via:-

☐ HRDCorp SBL-KHAS
 ☐ Online Banking
 ☐ Cheque

Submitted by:
☐ FMM Member
 ☐ Non-Member

Name :

Designation :

Company Name :

Membership No. :

Business Reg.No :

Tel : Fax :

TIN No : SST No. :

E-mail :

Address :

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