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Employees' Social Security (Amendment) Act 2024 gets Dewan Rakyat nod

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The Employees' Social Security (Amendment) Act 2024 aimed at improving social security coverage for the workforce in the country, and tabled by Human Resources Minister Steven Sim has received the Dewan Rakyat nod today after two days of debate. - NST pic

KUALA LUMPUR: The Employees' Social Security (Amendment) Act 2024 aimed at improving social security coverage for the workforce in the country has received the Dewan Rakyat nod today after two days of debate.

The bill, which was tabled by Human Resources Minister Steven Sim, also proposed to increase certain benefits received by employees in the country via social security coverage.

The bill was debated by 21 members of parliament from both divides and was passed via voice vote.

In his winding up speech during the tabling of the bill, Sim said the bill would also see the amendment to Fourth Schedule of Act 4 to introduce new contribution rates and corresponding assumed monthly salary for the month when the salary of an employee exceeds RM5,000 and RM6,000.

He also said under the bill, the Employment Injury Scheme would still apply to employees aged 60 years and above.

"The Social Security Organisation (Socso) provides various benefits to protect employees who suffer from occupational accidents, including temporary disability benefits, dependent benefits, educational benefits and rehabilitation facilities.

"The scheme is still maintained under Act 4 for employees aged 60 years and above and if they encounter any accidents, they can still claim benefits.

"However, this does not apply to the Invalidity Scheme as the limit for it is 60 years," he said.

Meanwhile, the bill will also increase the maximum limit of the insurability amount of wages of an employee from RM5,000 to RM6,000 per month.

At the same time, Sim also said several enforcement actions, including scheduled inspections of premises by officers nationwide, were also being implemented to ensure that employers did not miss contributions towards employees.

He added that his ministry was also using smart detection methods to detect employers that commit such offences, alongside cooperating with the Employees Provident Fund (EPF) and integrated operations between agencies and departments under the ministry.

"Compound actions can be taken for specified offences and the compound rate that can be imposed is not more than 50 per cent of the maximum fine for any offence."