

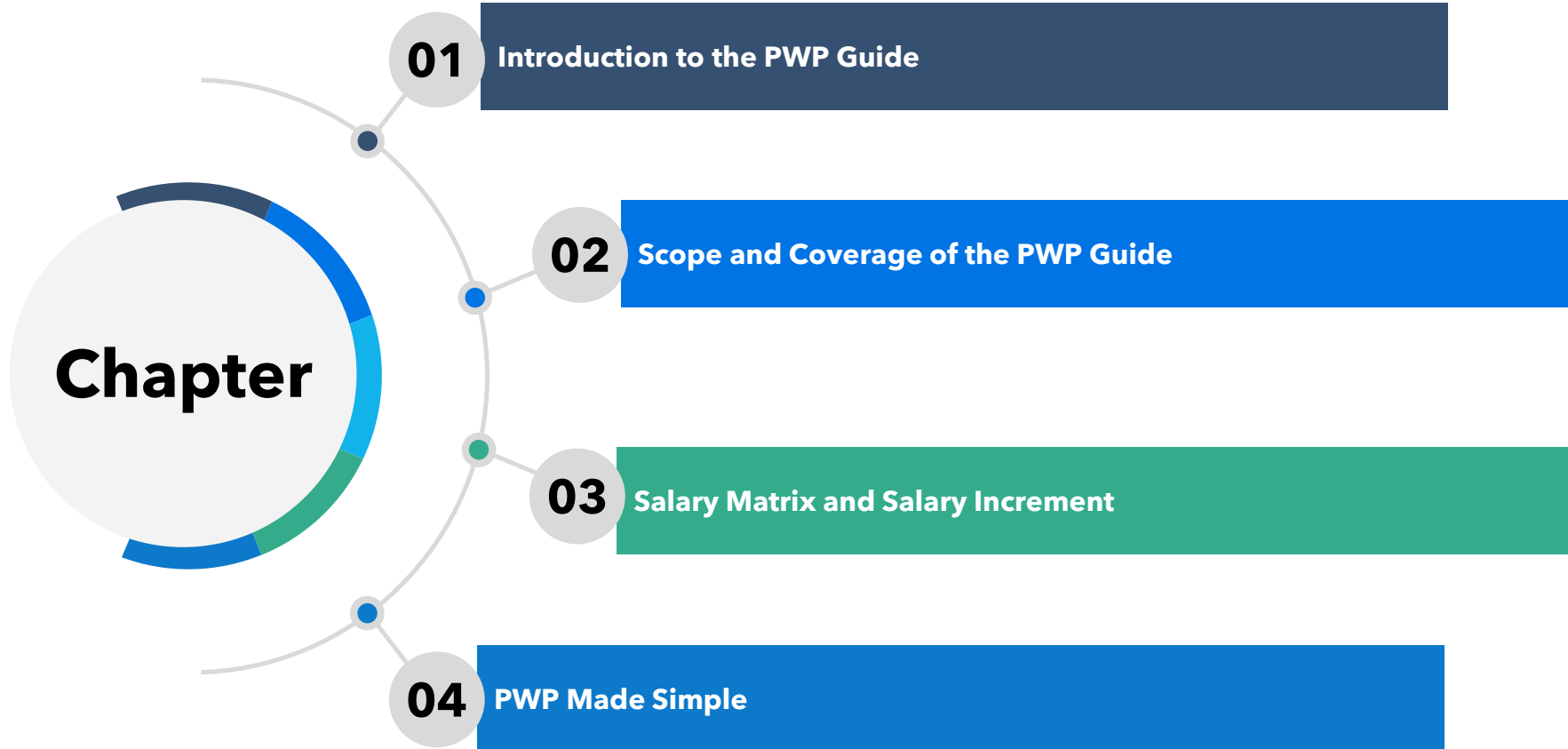
Ministry of Human Resources

Guidebook of Starting Basic Salaries and Annual Salary Increment for Selected Sectors

**Progressive Wage Policy
Pilot Project (Version 2)**



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Chapter 1: Introduction to the PWP Guide

Progressive Wage Policy and the PWP Pilot project

The Government has formulated a Progressive Wage Policy (PWP) to uplift the wages of Malaysian employees, for both **entry level employees** who are starting work for the first time, and for **non-entry level employees**. The policy objective is to increase the share of compensation to employees who contribute to the economic output of Malaysia.

The three key features of the PWP are: (1) it is **voluntary**, (2) **supported by incentives** and (3) **productivity driven**. Firms wishing to participate will need to provide necessary information, comply with prescribed criteria, and follow procedures, and prescriptions. The government welcomes eligible Malaysian companies to participate.

The Government implements a Progressive Wage Policy pilot project in June, 2024. Registration of interest to participate started from 15 May 2024 until 31 August 2024.

The primary objective of the pilot project is to gauge the response of employers to the PWP. It aims to get feedback on the PWP wage guide and the policy implementation. The feedback obtained will be used to improve the PWP implementation.

For more information regarding PWP, please visit the PWP website:

<https://gajiprogresif.gov.my>

What is the PWP guide?

The PWP guide is a manual containing a set of Matrix Tables with information on starting basic salaries and annual salary increments for all occupations at 4 digit level, found in the private sector labour market.

Occupations are classified according to the Malaysian Standard Classification of Occupations (MASCO), which can be assessed via the internet link:

<https://emasco.mohr.gov.my/>

Chapter 2: Scope and Coverage of the PWP Guide

Scope and Coverage

The PWP Pilot project will cover **five (5) economic sectors** namely:



Employers of Malaysian firms are the target of the PWP and are encouraged to participate in this pilot project. The design of the PWP has also taken the features of the Micro, Small and Medium enterprises (MSMEs) into consideration.

Government-linked companies and Multinational companies are not eligible to participate in the Progressive Wage Policy.

Each employer in the **manufacturing sector** participating in the pilot project can select up to **200 workers** for this pilot project, while employers in **other sectors** can select up to **100 workers**.

Participating employers need to send their full-time entry-level and non-entry-level employees to attend approved training courses under this pilot project. To be eligible, employees should be Malaysian full-time workers, earning a monthly basic salary between RM1,500 and RM4,999.

Types of employees

Entry-level employees refer to Malaysian employees who are in their first year of service at the company and in that position. They must be full-time employees and their monthly basic salary must be within the range of RM1,500 and RM4,999.

Non-entry-level employees refer to Malaysian employees who have held a position in the company for more than a year. They must be full-time employees and earn a basic salary within the range of RM1,500 and RM4,999 per month.

Participation Overview

1

PWP BENEFIT FOR EMPLOYERS

The government will provide incentives under the PWP to employers to pay to Malaysian employees who are eligible:

- for Entry Level (EL) employees, who meet PWP salary scale, an incentive of up to RM200 per month for 12 months for each eligible employee.
- for Non-Entry Level (NEL) employees an incentive of up to RM300 per month for 12 months for each eligible employee.

2

CONDITIONS FOR PARTICIPATION

To participate in PWP, employers need to:

1. Register a PWP account
<https://gajiprogresif.gov.my/login.php>.
2. Pay EL employees according to PWP starting salary scale (refer Matrix Table).
3. Increase annual basic salaries by set quantum ie. 6.0% for NEL employees.
4. Participating employees must attend 21 hours of approved training.

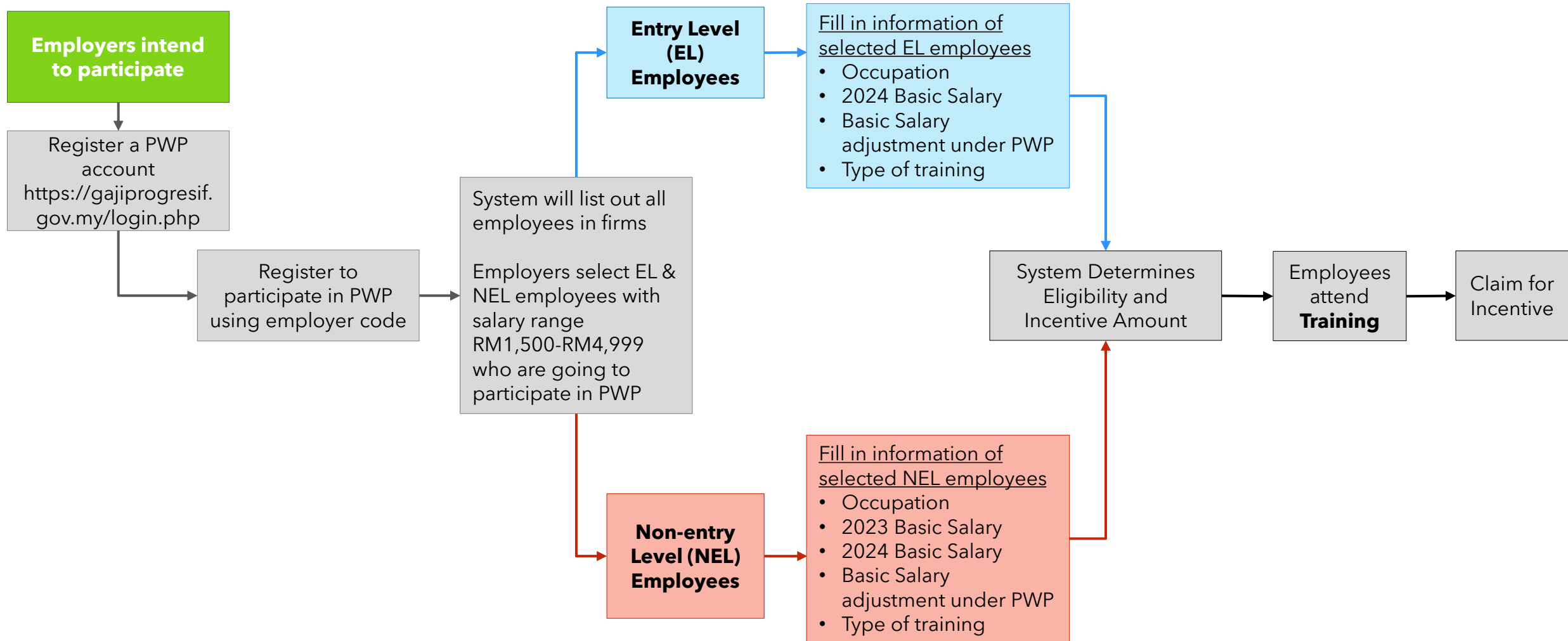
3

STEPS TO PARTICIPATE

The following steps are required for employers:

1. Register with PERKESO & EPF.
2. System will assess whether their Malaysian employees are eligible (Refer flow chart).

Participation Flowchart



Chapter 3: Salary Matrix and Salary Increment

The PWP Salary Matrix Tables for EL employees under PWP

A set of Matrix Tables is prepared to guide employers to participate in the PWP project. The Matrix is a table containing four (4) columns.

There are four (4) columns in the Matrix Tables:

- a) **Column 1:** This column lists all the MASCO codes of the 4D jobs in this guidebook. *Note: Managers and Elementary Workers are not included in PWP.*
- b) **Column 2:** This column states the job title for each 4D job. This matrix table is arranged in alphabetical order based on the job title in this column and is consistent with the Progressive Wage System arrangement.
- c) **Column 3:** This column states the job title in Bahasa Malaysia for each job listed in Column 2.
- c) **Column 4:** This column provides the information on starting basic salary for each 4D job. It is the minimum starting basic salary which employers must pay their participating entry-level employees to be eligible in PWP.

Annual Increment for NEL employees under PWP

For non-entry-level (NEL) employees, they are eligible for the PWP incentive if the percentage of PWP salary increase for 2024 is equal to or greater than 6.0% (the guideline increase percentage for 2024).

The government will provide an incentive based on the difference between the percentage increase in PWP salary for 2024 and the existing percentage increase by the employer, subject to a maximum incentive of RM300 for NEL employees.

Only PWP employees who have undergone a minimum of 21 hours of training are eligible to claim the incentive.

Chapter 3: Salary Matrix and Salary Increment

The PWP Salary Matrix Tables for Entry Level Employees

MASCO 4D	MASCO Job title	Tajuk Pekerjaan MASCO	Starting Basic Salary for Entry Level Employees (RM)
2411	Accountants And Auditors	<i>Akauntan Dan Juruaudit</i>	3,280
3313	Accounting And Auditing Associate Professionals	<i>Profesional Bersekutu Perakaunan Dan Pengauditan</i>	2,575
4311	Accounting And Book-Keeping Clerks	<i>Kerani Perakaunan Dan Simpan Kira</i>	2,085
2845	Actors	<i>Pelakon</i>	2,495
3343	Administrative And Executive Secretaries	<i>Setiausaha Pentadbiran Dan Eksekutif</i>	2,500
3341	Administrative Associate Professionals	<i>Profesional Bersekutu Pentadbiran</i>	2,390
2425	Administrative Professionals	<i>Profesional Pentadbiran</i>	3,245
2431	Advertising And Marketing Professionals	<i>Profesional Pengiklanan Dan Pemasaran</i>	3,160
7233	Agricultural And Industrial Machinery Mechanics And Repairers	<i>Mekanik Dan Pembaik Jentera Pertanian Dan Perindustrian</i>	2,225
3142	Agricultural And Livestock Technicians	<i>Juruteknik Pertanian Dan Penternakan</i>	2,230
7127	Air Conditioning And Refrigeration Mechanics	<i>Mekanik Penyaman Udara Dan Penyejukan</i>	2,145
2174	Air Traffic Controllers	<i>Pengawal Trafik Udara</i>	3,275
7232	Aircraft Engine Mechanics And Repairers	<i>Mekanik Dan Pembaik Enjin Pesawat Udara</i>	2,555
2173	Aircraft Pilots And Related Professionals	<i>Juruterbang Pesawat Udara Dan Profesional Yang Berkaitan</i>	3,040
3151	Aircraft Technicians	<i>Juruteknik Pesawat Udara</i>	3,125
3258	Ambulance Assistants	<i>Pembantu Ambulans</i>	2,105
2848	Animal Keepers And Trainers	<i>Penjaga Dan Jurulatih Haiwan</i>	2,495
6129	Animal Producers And Related Workers Not Elsewhere Classified	<i>Pengeluar Haiwan Dan Pekerja Berkaitan Yang Tidak Dikelaskan Di Mana-Mana</i>	1,885
2541	Animation And Visual Effects Professionals	<i>Profesional Kesan Visual Dan Animasi</i>	3,055

Chapter 3: Salary Matrix and Salary Increment

The PWP Salary Matrix Tables for Entry Level Employees

MASCO 4D	MASCO Job title	Tajuk Pekerjaan MASCO	Starting Basic Salary for Entry Level Employees (RM)
2846	Announcers On Radio, Television And Other Media	<i>Juruhebah Radio, Televisyen, Dan Media Lain</i>	2,215
6123	Apiarists And Sericulturists	<i>Pemelihara Lebah Dan Ulat Sutera</i>	1,885
2514	Application Programmers	<i>Pengaturcara Aplikasi</i>	3,630
2811	Archivists And Curators	<i>Juruarkib Dan Kurator</i>	3,225
3639	Artistic And Cultural Associate Professionals Not Elsewhere Classified	<i>Profesional Bersekutu Kesenian Dan Kebudayaan Yang Tidak Dikelaskan Di Mana-Mana</i>	3,035
2352	Arts Teachers	<i>Guru Seni</i>	2,520
8219	Assemblers Not Elsewhere Classified	<i>Pemasang Yang Tidak Dikelaskan Di Mana-Mana</i>	2,150
5161	Astrologers, Fortune-Tellers And Related Workers	<i>Ahli Nujum, Tukang Tilik Dan Pekerja Yang Berkaitan</i>	2,205
3621	Athletes And Sports Players	<i>Atlet Dan Ahli Sukan</i>	2,155
2266	Audiologists And Speech Therapists	<i>Pegawai Audiologi Dan Jurupulih Pertuturan</i>	2,985
2831	Authors And Related Writers	<i>Pengarang Dan Penulis Yang Berkaitan</i>	2,750
7512	Bakers, Pastry And Pasta-Cooks, And Confectionery Makers	<i>Pembuat Roti, Pastri, Pasta, Dan Konfeksi</i>	1,995
4211	Bank Tellers And Related Clerks	<i>Juruwang Bank Dan Kerani Yang Berkaitan</i>	2,175
5132	Bartenders	<i>Pelayan Bar</i>	2,010
5142	Beauticians And Related Workers	<i>Jurusolek Dan Pekerja Yang Berkaitan</i>	2,070
2131	Biologists, Botanists, Zoologists And Related Professionals	<i>Profesional Biologi, Botani, Zoologi Dan Profesional Berkaitan</i>	3,745
7221	Blacksmiths, Hammersmiths And Forging-Press Workers	<i>Tukang Besi, Tukang Tukul, Dan Pekerja Mesin Penempa Logam</i>	1,975
8154	Bleaching, Dyeing And Fabric Cleaning Machine Operators	<i>Operator Mesin Peluntur, Pencelup, Dan Pencuci Fabrik</i>	1,910
4212	Bookmakers, Croupiers And Related Gaming Workers	<i>Penerima Taruhan, Krupier, Dan Pekerja Permainan Yang Berkaitan</i>	1,840

Chapter 3: Salary Matrix and Salary Increment

The PWP Salary Matrix Tables for Entry Level Employees

MASCO 4D	MASCO Job title	Tajuk Pekerjaan MASCO	Starting Basic Salary for Entry Level Employees (RM)
7112	Bricklayers And Related Workers	<i>Penerap Bata Dan Pekerja Yang Berkaitan</i>	1,895
3521	Broadcasting And Audio-Visual Technicians	<i>Juruteknik Penyiaran Dan Audiovisual</i>	2,355
7411	Building And Related Electricians	<i>Juruelektrik Bangunan Dan Yang Berkaitan</i>	2,025
2161	Building Architects	<i>Arkitek Bangunan</i>	3,140
5153	Building Caretakers	<i>Penjaga Bangunan</i>	2,310
7119	Building Frame And Related Trades Workers Not Elsewhere Classified	<i>Pekerja Kerangka Bangunan Dan Pekerja Pertukangan Berkaitan Yang Tidak Dikelaskan Di Mana-Mana</i>	1,985
7133	Building Structure Cleaners	<i>Pencuci Struktur Bangunan</i>	2,230
8331	Bus And Tram Drivers	<i>Pemandu Bas Dan Trem</i>	2,270
3339	Business Services Agents Not Elsewhere Classified	<i>Ejen Perkhidmatan Perniagaan Yang Tidak Dikelaskan Di Mana-Mana</i>	2,440
3323	Buyers	<i>Pembeli</i>	2,890
7612	Cabinet-Makers And Related Workers	<i>Pembuat Kabinet Dan Pekerja Yang Berkaitan</i>	2,275
8322	Car, Taxi And Van Drivers	<i>Pemandu Kereta, Teksi, Dan Van</i>	2,195
7115	Carpenters And Joiners	<i>Tukang Kayu Dan Tukang Tanggam</i>	2,000
2165	Cartographers And Surveyors	<i>Pelukis Peta Dan Juruukur</i>	2,575
5231	Cashiers And Ticket Clerks	<i>Juruwang Dan Kerani Tiket</i>	1,920
8114	Cement, Stone And Other Mineral Products Machine Operators	<i>Operator Mesin Produk Simen, Batu, Dan Galian Lain</i>	2,045
3641	Chefs	<i>Jurumasak</i>	2,500
3111	Chemical And Physical Science Technicians	<i>Juruteknik Sains Kimia Dan Fizik</i>	2,350
3116	Chemical Engineering Technicians	<i>Juruteknik Kejuruteraan Kimia</i>	2,995

Chapter 3: Salary Matrix and Salary Increment

The PWP Salary Matrix Tables for Entry Level Employees

MASCO 4D	MASCO Job title	Tajuk Pekerjaan MASCO	Starting Basic Salary for Entry Level Employees (RM)
2145	Chemical Engineers	<i>Jurutera Kimia</i>	3,585
3133	Chemical Processing Plant Controllers	<i>Pengawal Loji Pemprosesan Kimia</i>	2,560
8131	Chemical Products Plant And Machine Operators	<i>Operator Mesin Dan Loji Produk Kimia</i>	2,050
2113	Chemists	<i>Ahli Kimia</i>	2,745
5311	Child Care Workers	<i>Pekerja Asuhan Kanak-Kanak</i>	1,955
3112	Civil Engineering Technicians	<i>Juruteknik Kejuruteraan Awam</i>	2,470
2142	Civil Engineers	<i>Jurutera Awam</i>	3,115
5151	Cleaning And Housekeeping Supervisors In Offices, Hotels And Other Establishments	<i>Penyelia Pencucian Dan Pengemasan Di Pejabat, Hotel Dan Pertubuhan Lain</i>	2,000
3331	Clearing And Forwarding Agents	<i>Ejen Pelepasan Dan Pengangkutan</i>	2,950
4419	Clerical Support Workers Not Elsewhere Classified	<i>Pekerja Sokongan Perkeranian Lain Yang Tidak Dikelaskan Di Mana-Mana</i>	2,260
4229	Client Information Workers Not Elsewhere Classified	<i>Pekerja Maklumat Pelanggan Yang Tidak Dikelaskan Di Mana-Mana</i>	1,985
4413	Coding, Proof-Reading And Related Clerks	<i>Kerani Pengekodan, Pembacaan Pruf Dan Yang Berkaitan</i>	2,390
3322	Commercial Sales Representatives	<i>Wakil Jualan Komersil</i>	2,285
3253	Community Health Workers	<i>Pekerja Kesihatan Masyarakat</i>	2,285
3513	Computer Network And Systems Technicians	<i>Juruteknik Rangkaian Dan Sistem Komputer</i>	2,265
2523	Computer Network Professionals	<i>Profesional Rangkaian Komputer</i>	3,975
2511	Computer Systems Analysts	<i>Jruanalisis Sistem Komputer</i>	3,850
7114	Concrete Placers, Concrete Finishers And Related Workers	<i>Tukang Letak Konkrit, Pengemas Konkrit, Dan Pekerja Yang Berkaitan</i>	1,920
3332	Conference And Event Agents	<i>Ejen Persidangan Dan Acara</i>	2,165

The PWP Salary Matrix Tables for Entry Level Employees

MASCO 4D	MASCO Job title	Tajuk Pekerjaan MASCO	Starting Basic Salary for Entry Level Employees (RM)
2183	Construction Professionals	<i>Profesional Pembinaan</i>	3,260
3123	Construction Supervisors	<i>Penyelia Pembinaan</i>	2,540
4222	Contact Centre Information Clerks	<i>Kerani Pusat Penerangan Informasi</i>	2,000
5244	Contact Centre Salespersons	<i>Jurujual Pusat Perhubungan</i>	2,105
5121	Cooks	<i>Tukang Masak</i>	2,025
8343	Crane, Hoist And Related Plant Operators	<i>Operator Loji Kren, Takal Dan Yang Berkaitan</i>	2,165
2543	Creative Contents Designer Professionals	<i>Profesional Pereka Kandungan Kreatif</i>	2,985
3312	Credit And Loan Officers	<i>Pegawai Kredit Dan Pinjaman</i>	2,830
3634	Cultural And Artistic Associate Professionals	<i>Profesional Bersekutu Kebudayaan Dan Kesenian</i>	2,495
2531	Cyber Security Professionals	<i>Profesional Keselamatan Siber</i>	3,510
7513	Dairy-Product Makers	<i>Pembuat Produk Tenusu</i>	1,995
2843	Dancers And Choreographers	<i>Penari Dan Pereka Tari</i>	2,495
4132	Data Entry Clerks	<i>Kerani Kemasukan Data</i>	2,050
2524	Data Professionals	<i>Profesional Data</i>	3,565
2521	Database Designers And Administrators	<i>Pereka Dan Pentadbir Pangkalan Data</i>	3,415
4214	Debt And Rent Collectors And Related Workers	<i>Pemungut Hutang Dan Sewa, Dan Pekerja Yang Berkaitan</i>	1,965
3251	Dental Assistants And Therapists	<i>Pembantu Pergigian Dan Ahli Terapi</i>	2,645
2261	Dentists	<i>Doktor Pergigian</i>	3,140
2265	Dieticians And Nutritionists	<i>Pegawai Diet Dan Pegawai Nutrisi</i>	2,860

The PWP Salary Matrix Tables for Entry Level Employees

MASCO 4D	MASCO Job title	Tajuk Pekerjaan MASCO	Starting Basic Salary for Entry Level Employees (RM)
2542	Digital Games And E-Sport Professionals	<i>Profesional Permainan Digital Dan E-Sukan</i>	2,810
3254	Dispensing Opticians	<i>Juruoptik Pendispensan</i>	2,750
5152	Domestic Housekeepers	<i>Jurukemas Domestik</i>	2,065
5243	Door-To-Door Salespersons	<i>Jurujuwal Pintu-Ke-Pintu</i>	2,120
3118	Draughtspersons And Surveying Technicians	<i>Pelukis Pelan Dan Juruteknik Ukur</i>	2,585
5165	Driving Instructors	<i>Pengajar Pemanduan</i>	2,185
2342	Early Childhood Educators	<i>Guru Pendidikan Awal Kanak-Kanak</i>	2,295
8342	Earth-Moving And Related Plant Operators	<i>Operator Loji Tolak Tanah Dan Yang Berkaitan</i>	2,035
2821	Economists	<i>Ahli Ekonomi</i>	2,240
2391	Education Method Specialists	<i>Pakar Kaedah Pendidikan</i>	2,380
8212	Electrical And Electronic Equipment Assemblers	<i>Pemasang Kelengkapan Elektrik Dan Elektronik</i>	2,000
3113	Electrical Engineering Technicians	<i>Juruteknik Kejuruteraan Elektrik</i>	2,585
2151	Electrical Engineers	<i>Jurutera Elektrik</i>	3,355
7413	Electrical Line Installers And Repairers	<i>Pemasang Dan Pembaik Talian Elektrik</i>	2,040
7412	Electrical Mechanics And Fitters	<i>Mekanik Dan Jurugegas Elektrik</i>	2,060
2152	Electronic Engineers	<i>Jurutera Elektronik</i>	3,410
3114	Electronics Engineering Technicians	<i>Juruteknik Kejuruteraan Elektronik</i>	2,405
7421	Electronics Mechanics And Services	<i>Mekanik Dan Penservis Elektronik</i>	2,185
3333	Employment Agents And Contractors	<i>Ejen Dan Kontraktor Pekerjaan</i>	2,135

Chapter 3: Salary Matrix and Salary Increment

The PWP Salary Matrix Tables for Entry Level Employees

MASCO 4D	MASCO Job title	Tajuk Pekerjaan MASCO	Starting Basic Salary for Entry Level Employees (RM)
2149	Engineering Professionals (Excluding Electrotechnology) Not Elsewhere Classified	<i>Profesional Kejuruteraan (Tidak Termasuk Elektroteknologi) Yang Tidak Dikelaskan Di Mana-Mana</i>	3,040
4225	Enquiry Clerks	<i>Kerani Pertanyaan</i>	1,990
2263	Environmental And Occupational Health And Hygiene Professionals	<i>Profesional Persekitaran Dan Kesihatan Pekerjaan Dan Kebersihan</i>	2,895
3257	Environmental And Occupational Health Inspectors And Associates	<i>Pemeriksa Kesihatan Pekerjaan Dan Persekitaran Dan Bersekutu</i>	2,160
2143	Environmental Engineers	<i>Jurutera Alam Sekitar</i>	2,195
2133	Environmental Protection Professionals	<i>Profesional Perlindungan Alam Sekitar</i>	3,480
2132	Farming, Forestry, Plantation, And Fisheries Advisers	<i>Penasihat Perladangan, Pertanian, Perhutanan, Dan Perikanan</i>	3,175
5241	Fashion And Other Models	<i>Model Fesyen Dan Model Lain</i>	2,030
8151	Fibre Preparing, Spinning And Winding Machine Operators	<i>Operator Mesin Penyedia Gentian, Pemintal, Dan Pelilit</i>	1,910
6111	Field Crop Growers	<i>Penanam Tanaman Ladang</i>	2,000
4415	Filing And Copying Clerks	<i>Kerani Pemfailan Dan Penyalinan</i>	2,215
2844	Film, Stage And Related Directors And Producers	<i>Pengarah Dan Penerbit Filem, Pementasan Dan Yang Berkaitan</i>	3,580
2413	Financial Analysts	<i>Juruanalisis Kewangan</i>	3,260
2412	Financial And Investment Advisers	<i>Penasihat Kewangan Dan Pelaburan</i>	3,830
5411	Fire Fighters	<i>Ahli Bomba</i>	1,990
6221	Fishery And Aquaculture Producers	<i>Pengeluar Perikanan Dan Akuakultur</i>	1,865
3144	Fishery Technicians	<i>Juruteknik Perikanan</i>	2,010
3623	Fitness And Recreation Instructors And Programme Leaders	<i>Ketua Program, Dan Pengajar Kecergasan Dan Rekreasi</i>	2,360
7122	Floor Layers And Tile Setters	<i>Penurap Lantai Dan Pengatur Jubin</i>	2,040

The PWP Salary Matrix Tables for Entry Level Employees

MASCO 4D	MASCO Job title	Tajuk Pekerjaan MASCO	Starting Basic Salary for Entry Level Employees (RM)
7515	Food And Beverage Tasters And Graders	<i>Perasa Dan Penggred Makanan Dan Minuman</i>	2,000
8161	Food And Related Products Machine Operators	<i>Operator Mesin Produk Makanan Dan Yang Berkaitan</i>	1,970
5246	Food Counter Attendants	<i>Atendan Kaunter Makanan</i>	2,000
3143	Forestry Technicians	<i>Juruteknik Perhutanan</i>	2,360
7514	Fruit, Vegetable And Related Preservers	<i>Pengawet Buah-Buahan, Sayur-Sayuran Dan Yang Berkaitan</i>	2,495
7634	Fumigators And Pest And Weed Controllers	<i>Pengasap Dan Pengawal Perosak Dan Rumpai</i>	1,925
3633	Gallery, Museum And Library Associate Professionals	<i>Profesional Bersekutu Galeri, Muzium, Dan Perpustakaan</i>	2,665
6113	Gardeners, Horticultural And Nursery Growers	<i>Pekebun, Penanam Hortikultur Dan Tapak Semaian</i>	2,075
7622	Garment And Related Pattern-Makers And Cutters	<i>Pembuat-Pola Dan Pemotong Pakaian Dan Bahan Lain Yang Berkaitan</i>	2,285
4111	General Office Clerks	<i>Kerani Am Pejabat</i>	2,005
2211	Generalist Medical Practitioners	<i>Pengamal Perubatan Umum</i>	3,785
2114	Geologists And Geophysicists	<i>Ahli Geologi Dan Geofizik</i>	3,050
8181	Glass And Ceramics Plant Operators	<i>Operator Loji Kaca Dan Seramik</i>	1,935
7315	Glass Makers, Cutters, Grinders And Finishers	<i>Pembuat, Pemotong, Pencanai, Dan Pengemas Kaca</i>	1,840
7125	Glaziers	<i>Tukang Kaca</i>	2,725
2166	Graphic And Multimedia Designers	<i>Pereka Grafik Dan Multimedia</i>	2,885
5141	Hairdressers	<i>Pendandan Rambut</i>	1,995
7318	Handicraft Workers In Textile, Leather And Related Materials	<i>Pekerja Kraftangan Tekstil, Barangan Kulit Dan Bahan Yang Berkaitan</i>	1,865
7317	Handicraft Workers In Wood, Basketry And Related Materials	<i>Pekerja Kraftangan Kayu, Bakul Dan Bahan Yang Berkaitan</i>	1,945

Chapter 3: Salary Matrix and Salary Increment

The PWP Salary Matrix Tables for Entry Level Employees

MASCO 4D	MASCO Job title	Tajuk Pekerjaan MASCO	Starting Basic Salary for Entry Level Employees (RM)
7319	Handicraft Workers Not Elsewhere Classified	<i>Pekerja Kraftangan Yang Tidak Dikelaskan Di Mana-Mana</i>	1,990
3259	Health Associate Professionals Not Elsewhere Classified	<i>Profesional Bersekutu Kesihatan Yang Tidak Dikelaskan Di Mana-Mana</i>	2,285
5321	Health Care Assistants	<i>Pembantu Penjagaan Kesihatan</i>	2,150
2269	Health Professionals Not Elsewhere Classified	<i>Profesional Kesihatan Yang Tidak Dikelaskan Di Mana-Mana</i>	2,985
8332	Heavy Truck And Lorry Drivers	<i>Pemandu Trak Berat Dan Lori</i>	2,000
5322	Home-Based Personal Care Workers	<i>Pekerja Penjagaan Diri Di Rumah</i>	2,160
2711	Hotel Professionals	<i>Profesional Hotel</i>	2,720
7111	House Builders And Construction Workers	<i>Pembina Rumah Dan Pekerja Binaan</i>	1,905
6224	Hunters And Trappers	<i>Pemburu Dan Penjerat</i>	1,955
3132	Incinerator And Water Treatment Plant Operators	<i>Operator Loji Insinerator Dan Perawatan Air</i>	2,070
2141	Industrial And Production Engineers	<i>Jurutera Industri Dan Pengeluaran</i>	3,645
3119	Industrial And Production Technicians	<i>Juruteknik Industri Dan Pengeluaran</i>	2,290
2434	Information And Communications Technology (ICT) Sales Professionals	<i>Profesional Jualan Teknologi Maklumat Dan Komunikasi (ICT)</i>	2,785
7422	Information And Communications Technology Installers And Services	<i>Pemasang Dan Penservis Teknologi Maklumat Dan Komunikasi</i>	2,020
3511	Information And Communications Technology Operation Technicians	<i>Juruteknik Operasi Teknologi Maklumat Dan Komunikasi</i>	2,355
3512	Information And Communications Technology User Support Technicians	<i>Juruteknik Sokongan Pengguna Teknologi Maklumat Dan Komunikasi</i>	2,595
2522	Information Technology System Administrators	<i>Pentadbir Sistem Teknologi Maklumat</i>	3,520
2393	Information Technology Trainers	<i>Jurulatih Teknologi Maklumat</i>	2,960
7124	Insulation Workers	<i>Tukang Penebatan</i>	2,335

Chapter 3: Salary Matrix and Salary Increment

The PWP Salary Matrix Tables for Entry Level Employees

MASCO 4D	MASCO Job title	Tajuk Pekerjaan MASCO	Starting Basic Salary for Entry Level Employees (RM)
3321	Insurance Representatives	<i>Wakil Insurans</i>	2,560
3632	Interior Designers And Decorators	<i>Pereka Bentuk Dan Juruhias Dalaman</i>	2,475
7313	Jewellery And Precious Metal Workers	<i>Pekerja Barang Kemas Dan Logam Berharga</i>	2,500
2832	Journalists	<i>Wartawan</i>	3,435
2162	Landscape Architects	<i>Arkitek Landskap</i>	2,865
2361	Language Teachers	<i>Guru Bahasa</i>	3,200
8157	Laundry Machine Operators	<i>Operator Mesin Dobi</i>	1,910
2611	Lawyers	<i>Peguam</i>	3,505
8213	Leather, Metal, Rubber And Plastic Products Assemblers	<i>Pemasang Produk Kulit, Logam, Getah, Dan Plastik</i>	1,945
3411	Legal And Related Associate Professionals	<i>Profesional Bersekutu Perundangan Dan Yang Berkaitan</i>	2,285
2619	Legal Professionals Not Elsewhere Classified	<i>Profesional Perundangan Yang Tidak Dikelaskan Di Mana-Mana</i>	2,415
3342	Legal Secretaries	<i>Setiausaha Perundangan</i>	2,465
2812	Librarians And Related Information Professionals	<i>Pustakawan Dan Profesional Maklumat Yang Berkaitan</i>	3,225
4411	Library Clerks	<i>Kerani Perpustakaan</i>	1,910
3141	Life Science Technicians (Excluding Medical)	<i>Juruteknik Sains Hayat (Tidak Termasuk Perubatan)</i>	2,475
8344	Lifting Truck Operators	<i>Operator Trak Angkat</i>	2,000
6121	Livestock And Dairy Producers	<i>Pengeluar Ternakan Dan Tenusu</i>	1,875
8311	Locomotive Engine Drivers	<i>Pemandu Enjin Lokomotif</i>	2,440
5412	Low Rank Police Officers	<i>Pegawai Polis Rendah</i>	2,350

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The PWP Salary Matrix Tables for Entry Level Employees

MASCO 4D	MASCO Job title	Tajuk Pekerjaan MASCO	Starting Basic Salary for Entry Level Employees (RM)
8221	Machine-Tool Setter-Operators	Mekanik Dan Pembaik Jentera Yang Tidak Dikelaskan Di Mana-Mana	2,030
7239	Machinery Mechanics And Repairers Not Elsewhere Classified	Operator-Pengeset Peralatan-Mesin	2,010
4412	Mail Carriers And Sorting Clerks	Kerani Pengedaran Dan Pengisihan Mel	2,140
2421	Management And Organisation Analysts	Jruanalisis Pengurusan Dan Organisasi	2,860
2182	Manufacturing Professionals	Profesional Pembuatan	2,855
3122	Manufacturing Supervisors	Penyelia Pembuatan	2,465
2121	Mathematicians, Actuaries And Statisticians	Ahli Matematik, Aktuari, Dan Perangkawan	3,160
7511	Meat And Fish Processing Workers And Related Food Preparers	Pekerja Pemprosesan Daging, Ikan, Dan Penyedia Makanan Yang Berkaitan	1,875
3115	Mechanical Engineering Technicians	Juruteknik Kejuruteraan Mekanikal	2,440
2144	Mechanical Engineers	Jurutera Mekanikal	3,380
8211	Mechanical Machinery Assemblers	Pemasang Jentera Mekanikal	2,070
3214	Medical And Dental Prosthetic Technicians	Juruteknik Perubatan Dan Prostetik Pergigian	2,735
3212	Medical And Pathology Laboratory Technicians	Juruteknik Makmal Perubatan Dan Patologi	2,830
3256	Medical Assistants	Pembantu Perubatan	2,320
3211	Medical Imaging And Therapeutic Equipment Technicians	Juruteknik Kelengkapan Pengimejan Perubatan Dan Terapeutik	3,155
3252	Medical Record And Health Information Technicians	Juruteknik Rekod Perubatan Dan Maklumat Kesihatan	2,290
3344	Medical Secretaries	Setiausaha Perubatan	2,465
8122	Metal Finishing, Plating And Coating Machine Operators	Operator Mesin Pengemas, Penyadur, Dan Penyalut Logam	2,000
7211	Metal Moulders And Coremakers	Pembuat Acuan Dan Pembuat Teras Logam	2,145

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The PWP Salary Matrix Tables for Entry Level Employees

MASCO 4D	MASCO Job title	Tajuk Pekerjaan MASCO	Starting Basic Salary for Entry Level Employees (RM)
7224	Metal Polishers, Wheel Grinders And Tool Sharpeners	<i>Penggilap Logam, Pencanai Roda, Dan Pengasah Peralatan</i>	1,980
8121	Metal Processing Plant Operators	<i>Operator Loji Pemprosesan Logam</i>	2,220
3135	Metal Production Process Controllers	<i>Pengawal Proses Pengeluaran Logam</i>	2,210
7223	Metal Working Machine Tool Setters And Operators	<i>Pengeset Dan Pengendali Peralatan Untuk Mesin Kerja Logam</i>	1,910
2112	Meteorologists And Seismologists	<i>Ahli Meteorologi Dan Ahli Seismologi</i>	3,115
3222	Midwifery Associate Professionals	<i>Profesional Bersekutu Perbidanan</i>	2,495
2222	Midwifery Professionals	<i>Profesional Perbidanan</i>	2,960
8112	Mineral And Stone Processing Plant Operators	<i>Operator Loji Pemprosesan Galian Dan Batu</i>	2,375
8111	Miners And Quarry Workers	<i>Pelombong Dan Pekerja Kuari</i>	2,325
3117	Mining And Metallurgical Technicians	<i>Juruteknik Perlombongan Dan Kaji Logam</i>	2,465
2146	Mining Engineers, Metallurgists And Related Professionals	<i>Jurutera Perlombongan, Ahli Kaji Logam Dan Profesional Yang Berkaitan</i>	3,600
3121	Mining Supervisors	<i>Penyelia Perlombongan</i>	2,640
6131	Mixed Crop And Animal Producers	<i>Pengeluar Tanaman Dan Haiwan Campuran</i>	2,000
6114	Mixed Crop Growers	<i>Penanam Tanaman Campuran</i>	1,960
8341	Mobile Farm And Forestry Plant Operators	<i>Operator Loji Bergerak Bagi Ladang Dan Perhutanan</i>	1,935
7231	Motor Vehicle Mechanics And Repairers	<i>Mekanik Dan Pembaik Kenderaan Bermotor</i>	2,055
3154	Motor Vehicle Technicians	<i>Juruteknik Kenderaan Bermotor</i>	2,270
8321	Motorcycle Riders (Drivers)	<i>Penunggang (Pemandu) Motosikal</i>	2,025
2351	Music Teachers	<i>Guru Muzik</i>	2,630

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The PWP Salary Matrix Tables for Entry Level Employees

MASCO 4D	MASCO Job title	Tajuk Pekerjaan MASCO	Starting Basic Salary for Entry Level Employees (RM)
7312	Musical Instrument Makers And Tuners	<i>Pembuat Dan Penala Alat Muzik</i>	2,070
2842	Musicians, Singers And Composers	<i>Ahli Muzik, Penyanyi, Dan Komposer</i>	2,660
3221	Nursing Associate Professionals (Except Dental)	<i>Profesional Bersekutu Kejururawatan (Kecuali Pergigian)</i>	2,555
2221	Nursing Professionals	<i>Profesional Kejururawatan</i>	2,960
2267	Optometrists And Ophthalmic Opticians	<i>Pegawai Optometri Dan Pegawai Optik</i>	2,825
3215	Orthotic And Prosthetic Technicians	<i>Juruteknik Ortotik Dan Prostetik</i>	2,255
7639	Other Related Craft Workers Not Elsewhere Classified	<i>Pekerja Kemahiran Lain Dan Yang Berkaitan Yang Tidak Dikelaskan Di Mana-Mana</i>	2,035
3129	Other Supervisors Not Elsewhere Classified	<i>Penyelia Lain Yang Tidak Dikelaskan Di Mana-Mana</i>	2,370
8183	Packing, Bottling And Labelling Machine Operators	<i>Operator Mesin Pembungkus, Pembotol, Dan Pelabel</i>	1,975
7131	Painters And Related Workers	<i>Tukang Cat Dan Pekerja Yang Berkaitan</i>	1,930
8143	Paper Products Machine Operators	<i>Operator Mesin Produk Kertas</i>	1,955
2241	Paramedical Practitioners	<i>Pengamal Paramedik</i>	2,650
4213	Pawnbrokers And Money-Lenders	<i>Broker Gadaian Dan Peminjam Wang</i>	1,810
4313	Payroll Clerks	<i>Kerani Gaji</i>	1,990
2353	Performing Arts Teachers	<i>Guru Seni Persembahan</i>	2,520
5329	Personal Care Workers In Health Services Not Elsewhere Classified	<i>Pekerja Penjagaan Diri Dalam Perkhidmatan Kesihatan Yang Tidak Dikelaskandi Mana-Mana</i>	2,155
5169	Personal Services Workers Not Elsewhere Classified	<i>Pekerja Perkhidmatan Peribadi Yang Tidak Dikelaskan Di Mana-Mana</i>	2,275
2423	Personnel And Career Professionals	<i>Profesional Personel Dan Kerjaya</i>	3,280
4416	Personnel Clerks	<i>Kerani Personel</i>	2,185

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The PWP Salary Matrix Tables for Entry Level Employees

MASCO 4D	MASCO Job title	Tajuk Pekerjaan MASCO	Starting Basic Salary for Entry Level Employees (RM)
5164	Pet Groomers And Animal Care Workers	<i>Perapi Haiwan Peliharaan Dan Penjaga Haiwan</i>	2,000
3134	Petroleum And Natural Gas Refining Plant Operators	<i>Operator Loji Penapisan Petroleum Dan Gas Asli</i>	2,205
3213	Pharmaceutical Technicians And Assistants	<i>Juruteknik Dan Pembantu Farmaseutikal</i>	2,145
2262	Pharmacists	<i>Ahli Farmasi</i>	2,760
2134	Pharmacologists, Pathologists And Related Professionals	<i>Profesional Farmakologi, Patologi Dan Profesional Yang Berkaitan</i>	2,775
2823	Philosophers, Historians And Political Scientists	<i>Ahli Falsafah, Sejarawan, Dan Ahli Sains Politik</i>	2,240
3631	Photographers	<i>Jurugambar</i>	2,715
8132	Photographic Products Machine Operators	<i>Operator Mesin Produk Fotografi</i>	1,990
2111	Physicists And Astronomers	<i>Ahli Fizik Dan Astronomi</i>	3,115
2264	Physiotherapists	<i>Jurupulih Anggota</i>	3,490
3255	Physiotherapy Technicians And Assistants	<i>Juruteknik Dan Pembantu Jurupulih Anggota</i>	2,155
7123	Plasterers	<i>Tukang Plaster</i>	1,970
8142	Plastic Products Machine Operators	<i>Operator Mesin Produk Plastik</i>	1,960
7126	Plumbers And Pipe Fitters	<i>Tukang Paip Dan Jurugegas Paip</i>	2,180
2422	Policy Administration Professionals	<i>Profesional Pentadbiran Dasar</i>	3,245
7314	Potters And Related Workers	<i>Tukang Tembikar Dan Pekerja Yang Berkaitan</i>	2,070
6122	Poultry Producers	<i>Pengeluar Ternakan Ayam Itik</i>	2,420
3131	Power Production Plant Operators	<i>Operator Loji Penjana Kuasa</i>	2,255
7321	Pre-Press Workers	<i>Pembuat Dan Pembaik Peralatan Jitu</i>	1,985

The PWP Salary Matrix Tables for Entry Level Employees

MASCO 4D	MASCO Job title	Tajuk Pekerjaan MASCO	Starting Basic Salary for Entry Level Employees (RM)
7311	Precision Instrument Makers And Repairers	<i>Pekerja Prapencetakan</i>	2,150
2341	Primary School Teachers	<i>Guru Sekolah Rendah</i>	3,630
7323	Print Finishing And Binding Workers	<i>Pekerja Kemasan Akhir Dan Penjilid Pencetakan</i>	2,345
7322	Printers	<i>Pencetak</i>	1,885
3139	Process Control Technicians Not Elsewhere Classified	<i>Juruteknik Kawalan Proses Yang Tidak Dikelaskan Di Mana-Mana</i>	1,945
2163	Product And Garment Designers	<i>Pereka Produk Dan Pakaian</i>	3,275
7633	Product Graders And Testers (Excluding Foods And Beverages)	<i>Penggred Dan Penguji Produk (Tidak Termasuk Makanan Dan Minuman)</i>	2,015
4322	Production Clerks	<i>Kerani Pengeluaran</i>	2,195
5419	Protective Services Workers Not Elsewhere Classified	<i>Pekerja Perkhidmatan Perlindungan Yang Tidak Dikelaskan Di Mana-Mana</i>	2,040
2824	Psychologists	<i>Ahli Psikologi</i>	2,240
2432	Public Relations Professionals	<i>Profesional Perhubungan Awam</i>	2,625
8171	Pulp And Papermaking Plant Operators	<i>Operator Loji Pulpa Dan Pembuatan Kertas</i>	1,985
8312	Railway Brake, Signal And Switch Operators	<i>Operator Brek, Isyarat, Dan Suis Landasan Keretapi</i>	1,870
3334	Real Estate And Property Agents	<i>Ejen Hartanah Dan Harta</i>	2,650
4224	Receptionists	<i>Penyambut Tetamu</i>	1,935
3612	Religious Associate Professionals	<i>Profesional Bersekutu Keagamaan</i>	1,945
2826	Religious Professionals	<i>Profesional Keagamaan</i>	2,165
2371	Religious Teachers	<i>Guru Agama</i>	2,215
2426	Research And Development Professionals	<i>Profesional Penyelidikan Dan Pembangunan</i>	4,180

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The PWP Salary Matrix Tables for Entry Level Employees

MASCO 4D	MASCO Job title	Tajuk Pekerjaan MASCO	Starting Basic Salary for Entry Level Employees (RM)
2712	Restaurant Professionals	<i>Profesional Restoran</i>	3,380
7215	Riggers And Cable Splicers	<i>Jurutali Dan Penyambung Kabel</i>	2,030
7121	Roofers	<i>Pemasang Bumbung</i>	2,315
8141	Rubber Products Machine Operators	<i>Operator Mesin Produk Getah</i>	1,985
5242	Sales Demonstrators	<i>Penunjuk Cara Jualan</i>	1,955
5249	Sales Workers Not Elsewhere Classified	<i>Pekerja Jualan Yang Tidak Dikelaskan Di Mana-Mana</i>	2,160
4414	Scribes And Related Workers	<i>Jurutulis Dan Pekerja Yang Berkaitan</i>	2,220
2331	Secondary School Teachers	<i>Guru Pendidikan Menengah</i>	3,855
4121	Secretaries (General)	<i>Setiausaha (Am)</i>	2,240
3311	Securities And Finance Dealers And Brokers	<i>Perunding Dan Broker Sekuriti Dan Kewangan</i>	3,155
5414	Security Guards	<i>Pengawal Keselamatan</i>	1,985
5245	Service Station And Pump Attendants	<i>Atendan Pam Dan Pusat Servis</i>	1,920
8153	Sewing Machine Operators	<i>Operator Mesin Jahit</i>	1,870
7213	Sheet-Metal Workers	<i>Pekerja Kepingan Logam</i>	2,440
2172	Ship Deck Officers And Pilots	<i>Pegawai Dan Pilot Dek Kapal</i>	3,080
2171	Ship Engineers	<i>Jurutera Kapal</i>	3,055
3152	Ship/ Marine Technicians	<i>Juruteknik Kapal/ Marin</i>	2,510
8351	Ships Deck Crews And Related Workers	<i>Kelasi Kapal Dan Pekerja Yang Berkaitan</i>	2,130
7623	Shoemakers And Related Workers	<i>Pembuat Kasut Dan Pekerja Yang Berkaitan</i>	3,020
8156	Shoemaking And Related Machine Operators	<i>Operator Mesin Membuat Kasut Dan Yang Berkaitan</i>	2,050

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MASCO 4D	MASCO Job title	Tajuk Pekerjaan MASCO	Starting Basic Salary for Entry Level Employees (RM)
5223	Shop Sales Assistants	<i>Pembantu Jualan Di Kedai</i>	1,955
5222	Shop Supervisors	<i>Penyelia Kedai</i>	2,180
5221	Shopkeepers	<i>Penjaga Kedai</i>	2,050
7632	Shotfirers And Blasters	<i>Pembedil Dan Pembagas</i>	2,300
6112	Shrub Crop Growers	<i>Penanam Pokok Renek</i>	1,895
7316	Sign Writers, Decorative Painters, Engravers And Etchers	<i>Penulis Papan Tanda, Pelukis Hiasan, Pengukir, Dan Penggores</i>	2,090
6223	Skilled Deep-Sea Fishery Workers	<i>Pekerja Kemahiran Perikanan Laut Dalam</i>	1,920
6211	Skilled Forestry And Related Workers	<i>Pekerja Kemahiran Perhutanan Dan Yang Berkaitan</i>	2,065
6222	Skilled Inland And Coastal Waters Fishery Workers	<i>Pekerja Kemahiran Perikanan Perairan Pedalaman Dan Pantai</i>	1,950
2825	Social Work And Counselling Professionals	<i>Profesional Kerja Sosial Dan Kaunseling</i>	4,100
3611	Social Work Associate Professionals	<i>Profesional Bersekutu Kerja Sosial</i>	2,780
2519	Software And Application Developers And Analysts Not Elsewhere Classified	<i>Pembangun Dan Juruanalisis Perisian Dan Aplikasi Yang Tidak Dikelaskan Di Mana-Mana</i>	3,415
2512	Software Developers	<i>Pembangun Perisian</i>	3,780
2392	Special Needs Teachers	<i>Guru Pendidikan Khas</i>	2,450
2212	Specialist Medical Practitioners	<i>Pengamal Perubatan Pakar</i>	3,740
3622	Sports Coaches, Instructors And Officials	<i>Jurulatih, Pengajar, Dan Pegawai Sukan</i>	2,475
7132	Spray Painters And Varnishers	<i>Tukang Sembur Cat Dan Varnis</i>	2,145
5211	Stall And Market Salespersons	<i>Jurujual Di Gerai Dan Pasar</i>	1,980
8189	Stationary Plant And Machine Operators Not Elsewhere Classified	<i>Operator Mesin Dan Loji Pegun Lain Yang Tidak Dikelaskan Di Mana-Mana</i>	2,000

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MASCO 4D	MASCO Job title	Tajuk Pekerjaan MASCO	Starting Basic Salary for Entry Level Employees (RM)
4312	Statistical, Finance And Insurance Clerks	<i>Kerani Perangkaan, Kewangan, Dan Insurans</i>	2,105
3314	Statistical, Mathematical And Actuarial Associate Professionals	<i>Profesional Bersekutu Perangkaan, Matematik, Dan Aktuari</i>	2,685
8182	Steam Engine And Boiler Operators	<i>Operator Enjin Dan Dandang Stim</i>	2,105
4321	Stock Clerks	<i>Kerani Stok</i>	2,000
7113	Stonemasons, Stone Cutters, Splitters And Carvers	<i>Tukang Batu, Pemotong Batu, Pemecah Batu, Dan Pengukir Batu</i>	2,055
5212	Street Food Salespersons	<i>Jurujual Makanan Di Tepi Jalan</i>	2,045
7214	Structural-Metal Preparers And Erectors	<i>Penyedia Dan Penegak Logam Struktur</i>	2,370
6311	Subsistence Crop Farmers	<i>Peladang Tanaman Berorientasikan Sara Diri</i>	1,915
6341	Subsistence Fisherman, Hunters, Trappers And Gatherers	<i>Nelayan, Pemburu, Penjerat, Dan Pemungut Berorientasikan Sara Diri</i>	1,940
6331	Subsistence Mixed Crop And Livestock Farmers	<i>Peladang Tanaman Dan Ternakan Campuran Berorientasikan Sara Diri</i>	1,920
4226	Survey And Market Research Interviewers	<i>Penemuduga Tinjauan Dan Penyelidikan Pasaran</i>	1,985
7621	Tailors, Dressmakers, Furriers And Hatters	<i>Tukang Jahit, Penjahit Pakaian, Penjahit Pakaian Bulu, Dan Pembuat Topi</i>	1,900
5312	Teachers Aides	<i>Pembantu Guru</i>	2,060
2399	Teaching Professionals Not Elsewhere Classified	<i>Profesional Perguruan Yang Tidak Dikelaskan Di Mana-Mana</i>	2,655
2433	Technical And Medical Sales Professionals (Excluding ICT)	<i>Profesional Jualan Teknikal Dan Perubatan (Tidak Termasuk ICT)</i>	2,890
3522	Telecommunications Engineering Technicians	<i>Juruteknik Kejuruteraan Telekomunikasi</i>	2,510
2153	Telecommunications Engineers	<i>Jurutera Telekomunikasi</i>	3,350
4223	Telephone Operators	<i>Operator Telefon</i>	2,190
8159	Textile, Fur And Leather Products Machine Operators Not Elsewhere Classified	<i>Operator Mesin Produk Tekstil, Bulu, Dan Kulit Yang Tidak Dikelaskan Di Mana-Mana</i>	1,890

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MASCO 4D	MASCO Job title	Tajuk Pekerjaan MASCO	Starting Basic Salary for Entry Level Employees (RM)
7516	Tobacco Preparers And Tobacco Product Makers	<i>Penyedia Tembakau Dan Pembuat Produk Tembakau</i>	2,740
7222	Toolmakers And Related Workers	<i>Pembuat Peralatan Dan Pekerja Yang Berkaitan</i>	2,085
2164	Town And Traffic Planners	<i>Perancang Bandar Dan Trafik</i>	2,865
3324	Trade Brokers	<i>Broker Perdagangan</i>	2,320
3231	Traditional And Complementary Medicine Associate Professionals	<i>Profesional Bersekutu Perubatan Tradisional Dan Komplementari</i>	2,130
2231	Traditional And Complementary Medicine Professionals	<i>Ahli Perubatan Tradisional Dan Komplementari</i>	3,470
2175	Train/ Locomotive Controllers	<i>Pengawal Kereta Api/ Lokomotif</i>	3,800
3153	Train/ Locomotive Technicians	<i>Juruteknik Kereta Api/ Lokomotif</i>	2,315
2424	Training And Staff Development Professionals	<i>Profesional Pembangunan Latihan Dan Kakitangan</i>	2,860
2833	Translators, Interpreters And Other Linguists	<i>Penterjemah, Jurubahasa, Dan Ahli Linguistik Lain</i>	4,675
4323	Transport Clerks	<i>Kerani Pengangkutan</i>	2,230
5112	Transport Conductors	<i>Konduktor Pengangkutan</i>	1,940
2179	Transport Controllers Not Elsewhere Classified	<i>Pengawal Pengangkutan Yang Tidak Dikelaskan Di Mana-Mana</i>	2,865
3159	Transport Technicians Not Elsewhere Classified	<i>Juruteknik Pengangkutan Yang Tidak Dikelaskan Di Mana-Mana</i>	2,795
5111	Travel Attendants And Travel Stewards	<i>Atendan Perjalanan Dan Pelayan Perjalanan</i>	2,785
4221	Travel Consultants And Related Clerks	<i>Perunding Perjalanan Dan Kerani Yang Berkaitan</i>	2,045
5113	Travel Guides	<i>Pemandu Perjalanan</i>	2,065
4131	Typist	<i>Jurutaip</i>	1,965
5163	Undertakers And Embalmers	<i>Pekerja Pengebumian Dan Perapian Mayat</i>	2,165
7631	Underwater Divers	<i>Penyelam Dalam Air</i>	2,115

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MASCO 4D	MASCO Job title	Tajuk Pekerjaan MASCO	Starting Basic Salary for Entry Level Employees (RM)
2311	University And Higher Education Teaching Professionals	<i>Profesional Perguruan Universiti Dan Pendidikan Tinggi</i>	3,580
7624	Upholsterers And Related Workers	<i>Pekerja Upholsteri Dan Yang Berkaitan</i>	2,325
3315	Valuers And Loss Assessors	<i>Penilai Dan Pentaksir Kerugian</i>	2,670
6115	Vegetable Growers	<i>Penanam Sayur-Sayuran</i>	1,885
2251	Veterinarians	<i>Pakar Veterinar</i>	3,575
3241	Veterinary Technicians And Assistants	<i>Juruteknik Dan Pembantu Veterinar</i>	2,350
2841	Visual Artists	<i>Artis Visual</i>	1,935
2321	Vocational Education Teachers	<i>Guru Pendidikan Vokasional</i>	3,755
2381	Vocational Training Officers	<i>Pegawai Latihan Vokasional</i>	3,270
5131	Waiters	<i>Pelayan</i>	1,945
8152	Weaving And Knitting Machine Operators	<i>Operator Mesin Tenun Dan Kait</i>	2,000
2513	Web And Multimedia Developers	<i>Pembangun Web Dan Multimedia</i>	3,740
3514	Web Technicians	<i>Juruteknik Web</i>	2,215
7212	Welders And Flame Cutters	<i>Pengimpal Dan Pemotong Besi</i>	2,035
8113	Well Drillers And Borers And Related Workers	<i>Penggerudi Dan Pengorek Telaga Dan Pekerja Yang Berkaitan</i>	2,340
8172	Wood Processing Plant Operators	<i>Operator Loji Pemprosesan Kayu</i>	1,930
8173	Wood Products Machine Operators	<i>Operator Mesin Produk Kayu</i>	1,975
7611	Wood Treaters	<i>Perawat Kayu</i>	1,885
7613	Woodworking-Machine Tool Setters And Operators	<i>Pengeset Dan Pengendali Perkakas Mesin Untuk Kerja Kayu</i>	1,935

Chapter 4: PWP made simple

Introduction

This Chapter provides examples for reviewing the contents of the Guidebook, focussing on how to correctly identify the 4D codes of their employees and the associated information of starting basic salary and annual increments. This chapter also provides examples on how to use the information in the Matrix Tables for implementing the PWP pilot project.

Examples

Example 1

What is the implication of incorrectly identifying a job for an entry level employee?

Answer: The implication can be serious and embarrassing as it leads to a lower or higher starting basic salary offer to new employees. For example, if Civil engineer technician (**Pg 11**) is wrongly identified as Civil engineering (**Pg 11**), then the starting basic salary in the PWP Salary Matrix Table is RM3,115 per month. The starting basic salary for Civil engineering technician should of RM2,470 per month. Refer to Matrix Table **Pg 11**. This example illustrates the need to identify carefully and correctly the job based on given information of job titles and job descriptions. Please visit <https://emasco.mohr.gov.my/> for information on job titles and job descriptions.



2142 - Civil engineer

RM3,115



3112 - Civil engineering technician








RM2,470

Need to identify carefully and correctly the MASCO job

Eligibility Conditions

- i) Existing salary is less than PWP guide; **(a) < (b)**
- ii) Adjustment is equal or more than PWP guide. **(c) >= (b)**
- iii) Incentive is the difference between adjustment and existing salary with maximum RM200; **(c) - (a)**








Example 2 - Incentive Eligibility for Entry Level

EL Employee	MASCO4D	MASCO Job Title	(a) Existing Salary (RM)	(b) PWP Salary Guide (RM)	(c) PWP Salary Adjustment (RM)	Assessment		Eligibility	Incentive (RM) (c) - (a) (max RM200)
						(a) < (b)	(c) >= (b)		
 A	2142	Civil Engineers	3,000	3,115	3,300	(a) < (b)	Pass	Eligible	200
						(c) >= (b)	Pass		
 B	3112	Civil Engineering Technicians	2,500	2,470	2,500	(a) < (b)	Fail	Not Eligible	0
						(c) >= (b)	Pass		
 C	4311	Accounting And Book-Keeping Clerks	2,000	2,085	2,100	(a) < (b)	Pass	Eligible	100
						(c) >= (b)	Pass		
 D	5414	Security Guards	1,800	1,985	1,900	(a) < (b)	Pass	Not Eligible	0
						(c) >= (b)	Fail		
 E	6131	Mixed Crop And Animal Producers	2,000	2,000	2,100	(a) < (b)	Fail	Not Eligible	0
						(c) >= (b)	Pass		
 F	7231	Motor Vehicle Mechanics And Repairers	1,900	2,055	2,055	(a) < (b)	Pass	Eligible	155
						(c) >= (b)	Pass		
 G	8212	Electrical And Electronic Equipment Assemblers	1,800	2,000	2,000	(a) < (b)	Pass	Eligible	200
						(c) >= (b)	Pass		

Eligibility Conditions

- i) Salary increment is less than PWP guide; **(b) < (c)**
- ii) Adjustment is equal or more than PWP guide. **(d) >= (c)**
- iii) Incentive is the difference between adjustment and existing salary with maximum RM 300; **(d) - (b)**

Example 3 - Incentive Eligibility for non Entry Level

NEL Employee	(a) Year 2023 Salary (RM)	(b) Existing Salary (Increment)	(c) PWP Increment Guide (6%)	(d) PWP Salary Adjustment (Increment)	Assessment		Eligibility	Incentive (RM) (d) - (b) (max RM300)
					(b) < (c)	(d) >= (c)		
 T	2,000	RM2,080 (4%, RM80)	RM2,120 (RM120)	RM2,120 (6%, RM120)	(b) < (c)	Pass	Eligible	40
					(d) >= (c)	Pass		
 U	2,000	RM2,160 (8%, RM160)	RM2,120 (RM120)	RM2,160 (8%, RM160)	(b) < (c)	Fail	Not Eligible	0
					(d) >= (c)	Pass		
 V	2,000	RM2,120 (6%, RM120)	RM2,120 (RM120)	RM2,120 (6%, RM120)	(b) < (c)	Fail	Not Eligible	0
					(d) >= (c)	Pass		
 W	2,000	RM2,000 (0%, RM0)	RM2,120 (RM120)	RM2,120 (6%, RM120)	(b) < (c)	Pass	Eligible	120
					(d) >= (c)	Pass		
 X	3,900	RM4,056 (4%, RM156)	RM4,134 (RM234)	RM4,095 (5%, RM195)	(b) < (c)	Pass	Not Eligible	0
					(d) >= (c)	Fail		
 Y	4,000	RM4,100 (2.5%, RM100)	RM4,240 (RM240)	RM4,500 (12.5%, RM500)	(b) < (c)	Pass	Eligible	300
					(d) >= (c)	Pass		
 Z	4,800	RM4,896 (2%, RM96)	RM5,088 (RM288)	RM5,088 (6%, RM288)	(b) < (c)	Pass	Eligible	192
					(d) >= (c)	Pass		



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