



**Can I pay my employees' salaries in cash?**  
**雇主可通过现金支付雇员薪水吗？**



# According to Employment Act 1955 :



Section 25- Wages shall be actually paid through bank account.

薪水必须通过银行支付给雇员



Section 25(A)- Payment of wages other than through bank by employer to the employee with the employee's written consent.

如不通过银行支付, 雇员须自备同意信



## Situation 1: If my employees want their wages to be paid in cash

### 情况一：雇员自愿通过现金领取薪水



Answer:

An employer **must** received a written request letter from employees, proving that request made is based on the **intention** of the employee.

解决方案：

雇主必须向雇员索取同意信以证明雇员愿意通过现金领取薪水



# Letter format: 同意现金领取薪水信:

Employees'  
IC  
雇员身份证

Employer's  
Name &  
Address  
雇主与地址

Employees'  
Name &  
Address  
雇员与地址

Signature  
Column  
双方签名

Employee  
require by  
cash/cheque  
薪水领取方  
式



# Example of letter:

Nama Pekerja

Alamat Pekerja

Kepada:

Nama Syarikat

Alamat Syarikat

Tarikh : HH BB TTTT

Tuan,

**PER : PERMOHONAN BAYARAN GAJI SECARA TUNAI**

Dengan segala hormatnya, perkara di atas adalah dirujuk.

Dimaklumkan bahawa saya \_\_\_\_\_ **Nama Pekerja**

**No Kad Pengenalan Pekerja** dengan ini ingin memohon pihak syarikat **Nama Syarikat** membuat bayaran gaji bulanan saya secara tunai sepanjang perkhidmatan saya dengan syarikat ini.

Sekian untuk makluman. Terima Kasih.

Yang Benar,

**Situation 2: If an employee doesn't have a bank account, and request to transfer to their relative's account?**

**情况二： 雇员没有个人银行账户，要求雇主把薪水转账至第三方账户**

**Answer:**

**Cannot.** Employer must transfer wages in the name of the employee or an account in the name of the employee jointly with one or more other persons as stipulated by the employee.

**解决方案：**

雇主必须转账至雇员自身的银行账户，或雇员与第三方联合的银行账户。



## Situation 3: If my employer insist to pay in cash?

### 情况三：雇主坚持通过现金支付薪水



The employer will bear penalty if they give wages through cash **without employee consent** under Employment Act 1955.

没通过雇员同意通过现金支付薪水的雇主将会面临来自劳工法令的罚款



According to China Press & Nanyang newspaper on 17th May 2019 timeline, a business owner of hardware store received a notice of RM5,000 fine for paying his employee's wages in cash. the fines were reduced to RM1,500 after an appeal is made.

根据报导，曾有雇主因通过现金支付雇员薪水而导致面临将近五千令吉的罚款。雇主做了调整后，罚款最终被判至一千五百令吉

