JABATAN BURUH
KEMENTERIAN HAL EHWAL DALAM NEGERI
NEGARA BRUNEI DARUSSALAM

PELAKSANAAN UPAH MINIMUM BAGI FASA KEDUA

Kementerian Hal Ehwal Dalam Negeri melalui Jabatan Buruh dan Majlis Perancangan Tenaga Manusia dan Pekerjaan (MPTMP) dengan ini memaklumkan bahawa pelaksanaan dasar Upah Minimum bagi Fasa Kedua akan dilaratkan kepada sembilan (09) sub-industri daripada enam (06) industri bermula ***01 Haribulan April 2025.***

Industri-industri yang terlibat adalah seperti berikut:-

Bil.	Industri	Sub-industri
1	***Financial and Insurance Activities***	*1) Finance Services Activities and Insurance, Reinsurance and Pension Funding (except Compulsory Social Security) (limited to financial services activities and principle insurance agencies licensed under BDCB or Tabung Amanah Islam Brunei or Bank Usahawan);* *2) Other financial activities (limited to financial activities licensed under BDCB or Tabung Amanah Islam Brunei or Bank Usahawan)*
2	***Human Health and Social Work Activities***	*3) Human Health and Social Work Activities (limited to Core Health Services and employing doctors and dentists registered under the Brunei Medical Board)*
3	***Education***	*4) Education (Private) (limited to Private Higher Education Institutions registered under the Ministry of Education)*
4	***Professional, Scientific and Technical Activities***	*5) Architecture and Engineering Activities & Related Technical Consultancy (limited to Architecture or Engineering Consultancy companies employing Architectural, Professionals Engineering or Draughting professionals authorized by BAPEQS);* *6) Other Professional, Scientific and Technical Activities (limited to Land or Quantity Surveyors Companies employing professional Land or Quantity Surveyors authorized by BAPEQS)*

5	***Administrative and Support Services Activities***	*7) Travel Agency, Tour Operator and Other Reservation Activities (limited to Travel Agencies that are licensed under Tourism Development Department)* *8) Security and Investigation Activities (limited to security companies licensed under Royal Brunei Police Force)*
6	***Accommodation and Food Service Activities***	*9) Accommodation and Food Service Activities (limited to Tourist Accommodation Premises that are registered under Tourism Development Department)*

- *Pihak syarikat adalah dikehendaki untuk **menyediakan kontrak perkhidmatan secara bertulis yang ditandatangani semula** oleh majikan dan pekerja sama ada pekerja imigran atau tempatan dengan memasukkan kadar upah minimum yang telah ditetapkan. Walau bagaimanapun, pekerja yang menerima gaji yang melebihi kadar upah minimum tidak diperlukan untuk menandatangani semula perjanjian tersebut.*

- *Adalah **menjadi kesalahan jika didapati melanggar** Perintah Pekerjaan (Upah Minimum), 2025 sepertimana yang diperuntukkan di bawah Bab 148, Akta Pekerjaan (Penggal 278) iaitu mana-mana majikan yang melakukan suatu kesalahan, jika sabit kesalahan boleh dikenakan suatu denda tidak melebihi dari $3,000, dihukum penjara bagi suatu tempoh tidak melebihi dari satu (1) tahun atau kedua-duanya sekali.*

Bagi sebarang pertanyaan, maklumat lanjut, atau aduan, orang ramai bolehlah berhubung melalui saluran berikut:

Bahagian Penguatkuasaan Undang-undang, Jabatan Buruh	**Talian Hotline**: 729 8989 **Aduan melalui NLMS**: nlms.gov.bn (tekan ikon "Aduan Pelanggaran Undang-undang Perburuhan") **Emel**: info.buruh@buruh.gov.bn **Laman Sesawang**: www.labour.gov.bn
Pejabat Perancangan Tenaga Manusia, Jabatan Perdana Menteri	**Talian Hotline**: 244 4100 **Laman Sesawang**: www.mpec.gov.bn