

|                  |   |  |                          |                  |                          |         |                          |
|------------------|---|--|--------------------------|------------------|--------------------------|---------|--------------------------|
| NEW STAFF        | <input checked="" type="checkbox"/>     | PROMOTION  | <input type="checkbox"/> | SALARY INCREMENT | <input type="checkbox"/> | PROTEGE | <input type="checkbox"/> |
| PROPOSAL DATE    | 26 JULY 2023                            |  | EFFECTIVE DATE           | 4 SEPTEMBER 2023 |                          |         |                          |
| NAME             | : Muhammad Aiman Afiq Bin Shaiful Anuar |  |                          |                  |                          | NRIC    | : 030213-02-0353         |
| YEARS OF SERVICE | :                                       |  |                          | 1ST. INCREMENT   |                          |         |                          |
|                  | :                                       |  |                          | 2ND. INCREMENT   |                          |         |                          |
| CURRENT POSITION | :                                       |  |                          | 3RD. INCREMENT   |                          |         |                          |
|                  | :                                       |  |                          | 4TH. INCREMENT   |                          |         |                          |
| NEW POSITION     | :                                       | Sheet Metal Technician   |                          | 5TH. INCREMENT   |                          |         |                          |
|                  | :                                       |  |                          | 6TH. INCREMENT   |                          |         |                          |
| QUALIFICATION    | :                                       | Sijil Lanjutan Teknologi Mekanikal Pesawat (Sheet Metal) IKBN Pekan, Pahang; |                          |                  |                          |         |                          |

| CURRENT SALARY                  | : | PROPOSED SALARY                     | : | 2600.00        |
|---------------------------------|---|-------------------------------------|---|----------------|
| BASIC                           | : | BASIC                               | : | 2000.00        |
| PHONE ALLW                      | : | PHONE ALLW                          | : | 100.00         |
| SUBSISTANCE ALLW                | : | SUBSISTANCE ALLW                    | : |                |
| EXTRA RESPONSIBILITY ALLW (ERA) | : | EXTRA RESPONSIBILITY ALLW (ERA)     | : |                |
| DISTURBANCE ALLW                | : | DISTURBANCE ALLW                    | : |                |
| CRITICAL ALLW                   | : | CRITICAL ALLW                       | : | 500.00         |
| PRODUCTIVITY ALLW (PA)          | : | PRODUCTIVITY ALLW (PA)              | : |                |
| TYPE RATING ALLW (TRA)          | : | TYPE RATING ALLW (TRA)              | : |                |
| STAFF EPF                       | : | STAFF EPF                           | : | 286.00         |
| STAFF SOCSO                     | : | STAFF SOCSO                         | : | 12.75          |
| STAFF SIP                       | : | STAFF SIP                           | : | 5.10           |
| INCOME TAX CP39                 | : | INCOME TAX CP39                     | : |                |
| ZAKAT CONTRIBUTION              | : | ZAKAT CONTRIBUTION                  | : |                |
| <b>NET PAY</b>                  | : | <b>NET PAY</b>                      | : | <b>2296.15</b> |
| COMPANY SOCSO                   | : | COMPANY SOCSO                       | : | 44.65          |
| COMPANY EPF                     | : | COMPANY EPF                         | : | 312.00         |
| COMPANY SIP                     | : | COMPANY SIP                         | : | 5.10           |
| MEDICAL CARD                    | : | MEDICAL CARD                        | : |                |
| TERM LIFE                       | : | TERM LIFE                           | : |                |
| PERSONAL ACCIDENT               | : | PERSONAL ACCIDENT                   | : |                |
| MEDICAL CLAIM                   | : | MEDICAL CLAIM                       | : |                |
| HRDF                            | : | HRDF                                | : | 26.00          |
| <b>EMPLOYER COMMITMENTS</b>     | : | <b>EMPLOYER COMMITMENTS</b>         | : | <b>387.75</b>  |
| <b>TOTAL PAY OUT (GAM COST)</b> | : | <b>TOTAL PAY OUT (GAM NEW COST)</b> | : | <b>2987.75</b> |

**INCREASE CO. OVERHEAD (MONTHLY) :** **2987.75** (basic + allows + co epf/socso + medical)

**JUSTIFICATION** : **PROPOSED BY** : Amran Shah Masnon

Internship at Sepang Aircraft Engineering, Critical Sheet Metal allowance to be paid after confirmation & upon recommendation by HOD.

**KEY PERSONNEL APPROVAL & COMMENTS:**

|                         |  |
|-------------------------|--|
| HRM<br>ZULHANI ALIAS    |  |
| CTOO<br>ISMAIL SULAIMAN |  |
| MD<br>SHAMSUL KAMAR     |  |

Note: These approvals shall constitute valid for recruitment