



UNVEILING THE REALITY: *GAJI PERMULAAN JURUTERA RENDAH*

Presented by:

**YBhg. First Admiral (Retired) Dato' Ir. Dr. Ahmad
Murad bin Omar**

Chairman, BEM Task Force



Session 1: 24th August 2023

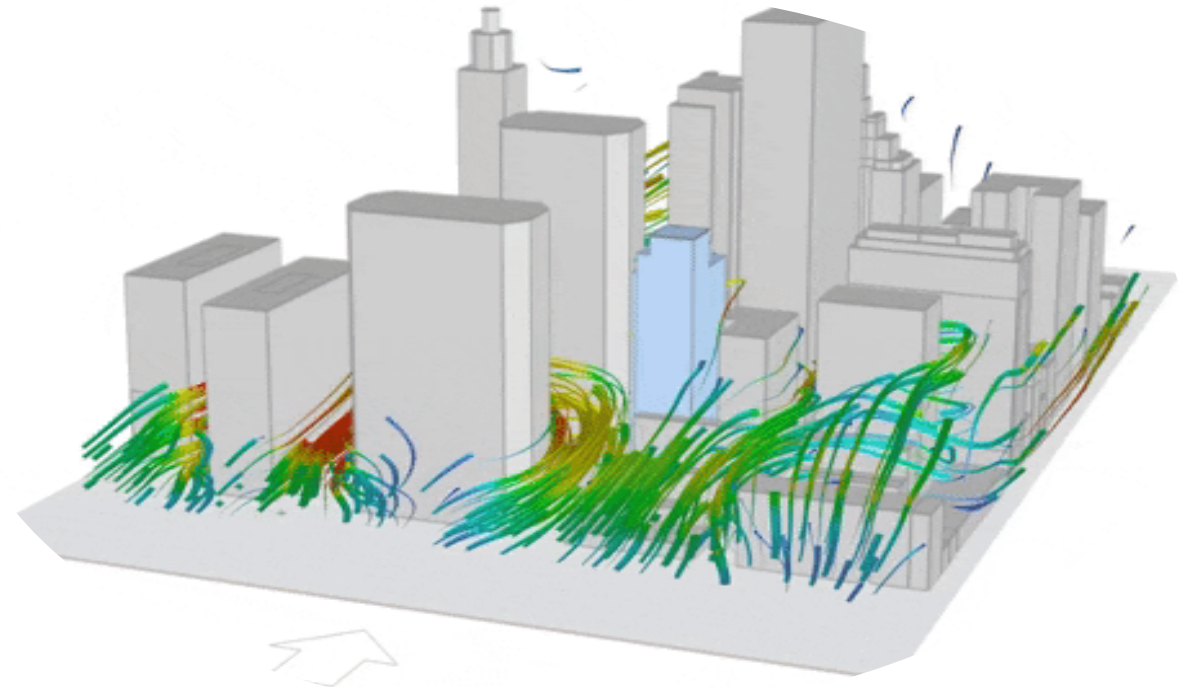


**MATRADE Hall,
MATRADE Exhibition & Convention Centre**



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- BEM Task Force Finding
- Recommendation & Direction
- Ongoing Action



TWITTER FROM YB. TUAN MOHD RAFIZI RAMLI ON 4 AUGUST 2023



Rafizi Ramli ✓

@rafiziramli



Esok (Jumaat, 4 Ogos) saya akan luncurkan statistik gaji negara setiap suku yang menggunakan data granular.

Ini kali pertama dalam sejarah negara perkara ini dibuat, sebagai sebahagian usaha kita membawa tumpuan negara menyelesaikan masalah gaji rendah.

Ikuti pembentangan [@StatsMalaysia](#) esok, bersama-sama ke arah sistem gaji yang lebih adil.

BEM TASK FORCE FINDING



Finding on Gaji Permulaan Jurutera Rendah

- The starting salary of fresh engineers as overall percentage is in the range of **30% - 40%**.
- Highest sector paying **>RM2,000**
 - Research & Development – 75%
 - Manufacturing & Production - 74%
- MNC & GLC offers **>RM3,000** with a percentage between 23% - 27%
- Engineering Scheme (J) in Civil Service.

Fresh Engineers Starting Salary has not changed over the past 20 years

- Public sector – **2.9% per year** (average)
- Private sector – **2.2% per year** (average)
- Inflation rate (2021) – **3.2%**
(Source: Jab. Malaysian Statistics 2021)



GAJI PERMULAAN JURUTERA RENDAH

1

- Engineer starting salary range RM2,500 – RM3,500.

2

- Starting salary benchmark shall be reference to employers.

3

- Increase joint effort on more awareness campaign to employees & employers.

4

- Supply & demand projections with actual demand.

5

- Consolidate the needs of engineering & technology programmes in the industry.

6

- A comprehensive study on engineer's scope of work without having to reply on engineers/technology from outside.

ON GOING ACTION



- Started activities on stakeholder engagement with related organisations such as;

- MIDA (Malaysian Investment Dev. Authority)
- FMM (Federation of Malaysian Manufacturers)
- TM (Telekom Malaysia Berhad)
- MBAM (Master Builders Association Malaysia)
- JPA (Jabatan Perkhidmatan Awam)
- MOHR (Ministry of Human Resource)

and so on to address BEM's finding, direction and identify root cause from stakeholders.

- Engagement programmes for selected stakeholder to deliberate, analyse and formulate the action plan.



KEY FOCUS AREAS

01

Supply and Demand issue

02

Affordability of employers

03

Benchmarking start up remuneration of RM2,5000 – RM3,500

04

Avert brain drain loss of young talent

05

Trans Governmental Agency Consolidation – total & inclusive

06

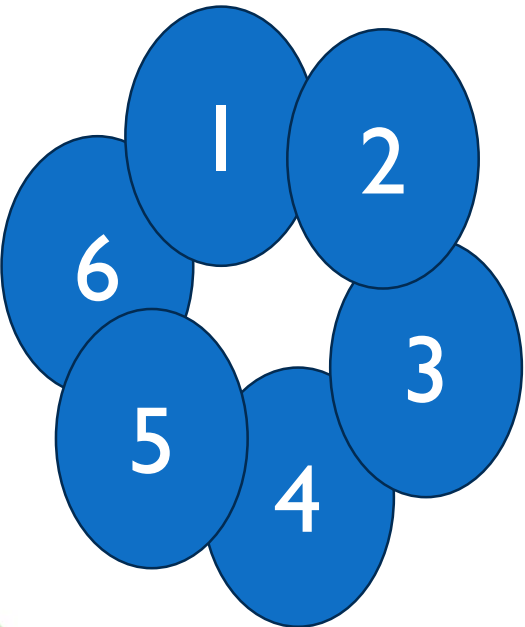
Study standardisation & determination of engineer's baseline tasks & duties

Note :

Combination result from Report and Engagement Sessions.



ACTION PLAN SUGGESTED



Awareness programmes

Focus group symposium & round table discussion with stakeholders

Knock-on stakeholders' doors go to the ground

Start massive drive campaign for registered person registration.

Drive home our intent to PM.



Target all relevant groups, schools & IHL included.

Bring the industry together in the drive for engineering registration and acceptance of a salary increment

Government agency policy makers joint effort in aligning the national engineering need drive



White Paper
- towards improvement of graduate engineers start-up salary



THANK YOU



“Committed To Engineering Excellence”

BOARD OF ENGINEERS MALAYSIA

Tingkat 11 & 17, Blok F Ibu Pejabat JKR
Jalan Sultan Salahuddin, 50580 Kuala Lumpur

<http://www.bem.org.my>

enquiry@bem.org.my or complaint@bem.org.my.

Tel: 03-26912090; Fax: 03-26925017

