



# UNVEILING THE REALITY: *GAJI PERMULAAN JURUTERA RENDAH*

Presented by:

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Session 1: 24<sup>th</sup> August 2023

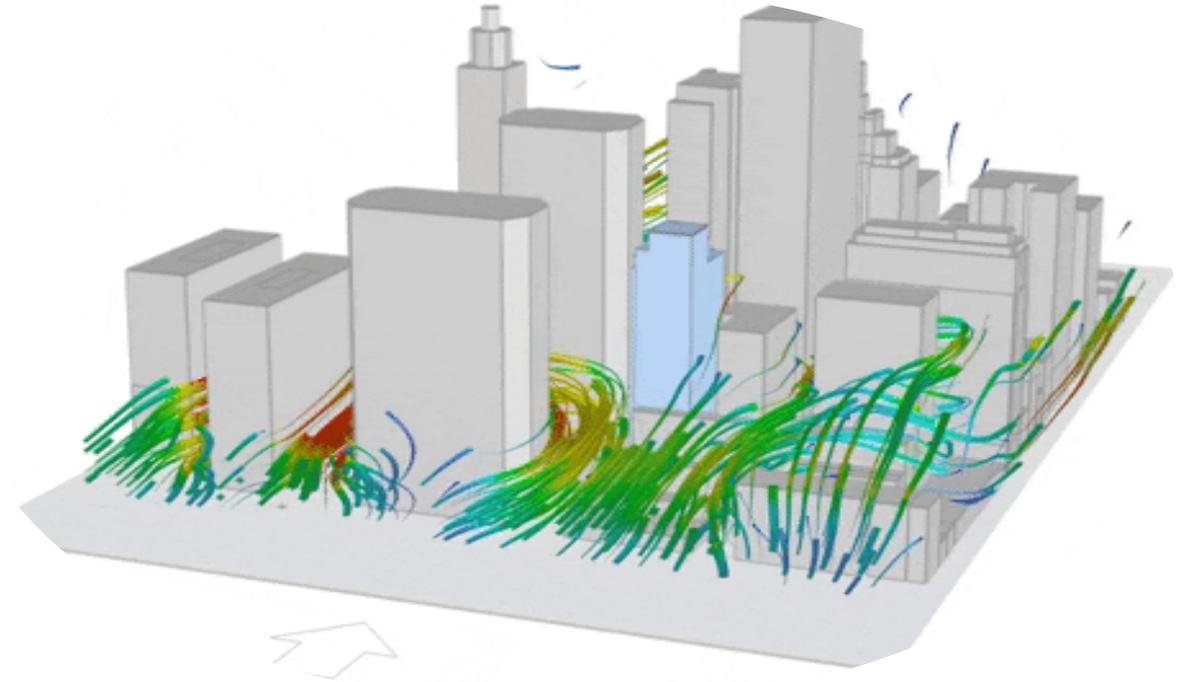


MATRADE Hall,  
MATRADE Exhibition & Convention Centre



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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 RM2,500 – RM3,500

04

Avert brain drain loss of young talent

05

Trans Governmental Agency Consolidation – total & inclusive

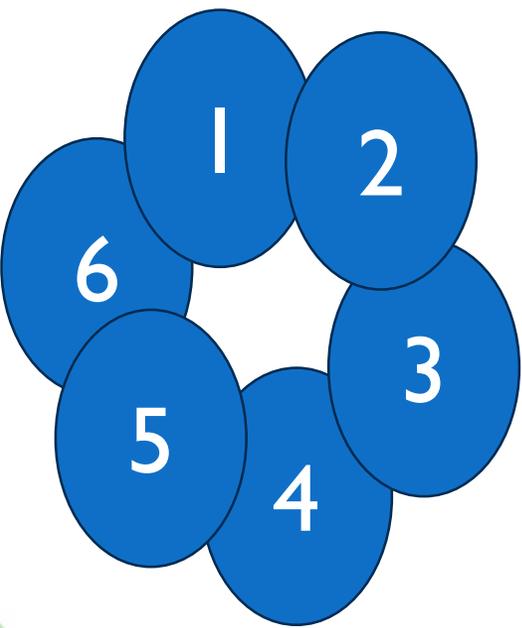
06

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”*

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