

## FREQUENTLY ASKED QUESTIONS (FAQ)

### REVISED EXPATRIATE SALARY POLICY EFFECTIVE 1 JUNE 2026

NO.	QUESTION	ANSWER
<b>A. IMPLEMENTATION &amp; SCOPE</b>		
1	When does the Revised Expatriate Salary Policy take effect?	The Revised Expatriate Salary Policy applies to all applications received on or after 1 June 2026.
2	Which policy applies for a complete application submitted before 1 June 2026?	<p>Complete application submitted before 1 June 2026 will be assessed under the previous policy.</p> <p>If an application is submitted and returned for incomplete documentation before 1 June 2026, it must be resubmitted within ninety (90) days from the returned date. Failure to do so will result in automatic cancellation of the application.</p> <p>Revised Expatriate Salary Policy applies to all applications submitted on or after 1 June 2026.</p>
3	Are appeal applications submitted after 1 June 2026 affected by the Revised Expatriate Salary Policy?	<p>For applications rejected at the expatriate committee meeting before 1 June 2026, a complete appeal application must be submitted within fourteen (14) days from the date of rejection.</p> <p>A complete appeal application must be submitted before 15 June 2026 for it to be evaluated under the previous policy.</p>
4	What is the definition of a Succession Plan?	<p>A succession plan is a structured plan by the employer to prepare local employees to replace expatriate roles within the stipulated employment period.</p> <p>This plan may include the following:</p> <ul style="list-style-type: none"> <li>➤ Identifying roles and responsibilities that will be taken over by local employees.</li> <li>➤ Training and mentoring, including knowledge transfer from expatriates to local employees.</li> <li>➤ An appropriate timeline to ensure local employees are ready with the required skills and capabilities; and</li> <li>➤ Planning to ensure smooth operations, so the transition does not affect productivity or organisational performance.</li> </ul> <p>The succession plan serves as a guide for employers in managing human resources sustainably while ensuring expatriates contribute tangible value to local talent development.</p>
5	Is approval from the Ministry of Home Affairs (MOHA) still required for expatriates who have worked for more than 10 years in Government Agencies and Public Universities after the	No changes. The employment of expatriates in Government Agencies and Public Universities remains subject to the Public Service Department (JPA) circulars.

	implementation of the Revised Expatriate Employment Policy?	Note: Applies to expatriates working in Government Agencies and Public Universities only.										
6	Are there any changes to the issuance of i-KAD following implementation of the Revised Expatriate Salary Revision?	No changes to the existing requirements.										
7	Are there any changes to the number of domestic helpers that expatriates may employ following the implementation of the Revised Expatriate Salary Policy?  <table border="1" data-bbox="177 573 727 748"> <thead> <tr> <th>NUMBERS OF MAIDS ALLOWED</th> <th>SALARY DRAWN</th> </tr> </thead> <tbody> <tr> <td>One (1) Foreign Maid</td> <td>RM5,000.00 and above</td> </tr> <tr> <td>Two (2) Foreign Maids</td> <td>RM10,000.00 and above</td> </tr> <tr> <td>Three (3) Foreign Maids</td> <td>RM15,000.00 and above</td> </tr> <tr> <td>Four (4) and subsequent Foreign Maids</td> <td>Refer to Immigration Department for further requirement</td> </tr> </tbody> </table>	NUMBERS OF MAIDS ALLOWED	SALARY DRAWN	One (1) Foreign Maid	RM5,000.00 and above	Two (2) Foreign Maids	RM10,000.00 and above	Three (3) Foreign Maids	RM15,000.00 and above	Four (4) and subsequent Foreign Maids	Refer to Immigration Department for further requirement	No changes to the existing requirements.
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8	Are there any changes to the support period provided by the Approving/Regulatory Agency through Xpats Gateway?	There is no change regarding the duration of support letters issued by the Approving/Regulatory Agency (AP/AKS) via Xpats Gateway.  Note: Support Letters are subject to the sectors under the purview of Approving/Regulatory Agency.										
<b>B. SALARY &amp; PASS CATEGORY</b>												
9	Is the minimum salary based on basic salary or total package inclusive of allowances and other payments?	The salary requirement is based on <b>basic salary only</b> . Allowances or other payments are not included in the calculation.										
10	Which companies fall under the Manufacturing Sector and Manufacturing-Related Services (MRS) sector for Employment Pass Category III with the salary range of RM7,000–RM9,999?	Companies under the Manufacturing Sector and Manufacturing-Related Services (MRS) under the purview of MITI and MIDA are based on the following details:  <b>Manufacturing Sector:</b> All sub-sectors of companies under the Manufacturing Sector must possess one of the following documents: <ul style="list-style-type: none"> <li>a. Manufacturing Licence (ML); or</li> <li>b. Manufacturing Exemption Confirmation Letter.</li> </ul> <b>Manufacturing-Related Services (MRS):</b> Refers to selected service sectors under MIDA that have obtained approval for Incentives, Status, or Grants.										
<b>C. Employment Duration, Existing Pass Holders &amp; Renewal</b>												
11	How is the expatriate employment period calculated, and is the calculation tied to the expatriate or the employing company?	<ul style="list-style-type: none"> <li>• The calculation of the expatriate’s employment period is tied to the employing company, effective from 1 June 2026.</li> </ul>										
12	How is the maximum duration of the expatriate employment calculated for the following situations effective 1 June 2026: <ul style="list-style-type: none"> <li>i. Change of Employment Company</li> <li>ii. Change of Pass Category</li> </ul>	<ul style="list-style-type: none"> <li>• Situation i (Change of Employment Category): Duration starts from the date of employment with the new company.</li> <li>• Situation ii (Change of Pass Category): Duration starts from the issuance date of the new pass category.</li> </ul>										

13	Are companies allowed to attach employment contracts with maximum employment duration according to pass category (5 or 10 years) after the implementation of Revised Expatriate Salary Policy?	Companies are allowed to apply for employment periods of up to 60 months following implementation of the Revised Expatriate Salary Policy.
14	Are there any exemptions from document submission requirements for renewal applications?	No changes to the existing requirements.
15	For positions requiring a Temporary Practising Certificate (TPC) or relevant permit valid for one (1) year, will the approval period be determined by the expiry of the certificate/permit, or in accordance with the duration stipulated under the Revised Policy?  <b>Example Positions:</b> English Language Teacher (Teaching Permit), Ayurvedic Practitioner (Registered Practitioner Certification)	Applications for positions requiring a Temporary Practising Certificate (TPC) or relevant permit are subject to the endorsement by the respective Approving/ Regulatory Agency.  Note: Applications are subject to the sectors under the purview of Healthcare and Education only.
16	Do existing pass holders need to resubmit their applications following the implementation of the Revised Expatriate Salary Policy?  Example: A current EP I holder will be converted to EP II category after the implementation of the Revised Expatriate Salary Policy.	No. Pass holders whose passes are still valid are not required to submit a new application.  However, renewal applications may be submitted as early as three (3) months before the pass expiry date, and such applications will be subject to the Revised Expatriate Salary Policy if they fall after 1 June 2026.
17	If there is a change in pass category during a Take-Up Balance application, which category applies?	There will be no changes to the pass category. The pass category for such applications will follow the applicant's existing pass category.
<b>D. Employment Pass Category III (EP III)</b>		
18	Are companies still required to submit a Minimum Salary Exemption Application for the hiring of expatriates for EP Category III after the implementation of the revised policy?	No. Minimum salary exemption applications for EP Category III will no longer apply starting 1 June 2026.
19	Are existing Employment Pass Category III holders required to comply with the minimum salary requirements under the Revised Expatriate Salary Policy if no changes or salary increments are made during the renewal application?	Any renewal application submitted after 1 June 2026 must comply with the revised salary requirements.  Applications submitted before 1 June 2026 will follow the previous policy.  <i>Note: Employers are required to ensure that the Employment Pass remains valid at the time of submitting the extension application.</i>

	<p>Example: An EP III pass holder maintains a salary of RM 3,500 during the renewal application.</p>	
20	<p>Are existing Employment Pass Category III holders allowed to bring dependants starting from 1 June 2026?</p> <p>Example: If the EP Category III pass was issued in May 2026, is the applicant eligible to apply for a Dependant Pass beginning 1 June 2026?</p>	<p>Applications for Category III Employment Pass submitted from 1 June 2026 onwards are subject to the Revised Expatriate Salary Policy.</p> <p>EP Category III pass holders whose passes were issued before 1 June 2026 are subject to the existing policy, which does not allow to bring dependants.</p>
21	<p>Does the cooling-off period (COP) still apply to applications for EP Category III?</p> <ul style="list-style-type: none"> <li>• Current EP III holders who will transition to the new EP III</li> <li>• New EP III holders after the implementation of the revised policy</li> </ul>	<p>No. The cooling-off period will no longer apply following implementation of the revised policy.</p>

Updated version on 12 February 2026

Prepared by:

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4. Malaysia Digital Economy Corporation (MDEC)
5. Iskandar Regional Development Authority (IRDA)
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