



## Immigration GES Alert

Malaysia – Updates to SOCSO’s expatriate work permit application guidelines

### What is the change?

Malaysia’s Social Security Organisation (SOCSO) recently updated their guidelines originally issued on 1 January 2021 regarding the prerequisites for expatriate hiring.

As a refresher, employers who wish to hire expatriates are required to first advertise position vacancies on the [MYFutureJobs portal](#) for 30 days and conduct interviews for local candidates within the advertisement period. If no local candidates are identified for the position, employers may submit a Hiring Outcome Report to SOCSO for review and approval to hire expatriates. Employers may be exempted from the position advertisement requirement if their expatriates meet certain conditions posed by SOCSO.

Effective 15 June 2023, the following changes apply:

1. The advertisement period has now shortened from 30 days to 14 days. Employers will advertise position vacancies and conduct interviews with local candidates for at least 14 days, instead of 30 days on the MYFutureJobs portal.
2. On the 8<sup>th</sup> day of advertisement, employers can complete the Hiring Outcome Report summarising the interview outcomes of local candidates for the advertised position on the MYFutureJobs portal. Thereafter, the employer is to submit to SOCSO by e-mail, to request for approval to hire expatriates. The report can only be submitted earliest by the 8th day from the vacancy advertisement date.
3. If the request to hire expatriates is approved, SOCSO will issue a MYFutureJobs Advertisement Certificate to be used for the Employment Pass (EP) application. The issue of the certificate is within 3 working days from the Hiring Outcome Report submission.
4. Previously, employers could apply for conditional exemption for expatriates on the basis of specialised skill. However, this option has been terminated. Employers must now comply with the MYFutureJobs advertisement requirements or ensure their expatriates meet the conditions for automatic exemption stated below:-
  - a. C-suite and key posts with a basic monthly salary of MYR 15,000 and above;
  - b. Representative Office or Regional Office (RE/RO);
  - c. Investor, shareholder, or owner;
  - d. Corporate transfer, secondment, or trade agreement;
  - e. International organisation;
  - f. Sports sector; and
  - g. Employment Pass (EP) renewals.

For more information, please visit: [SOCSO \(perkeso.gov.my\)](https://perkeso.gov.my).

### Deloitte’s view

Employers who wish to hire expatriate must register an account on the MYFutureJobs portal. They must ensure that either SOCSO’s requirements i.e. advertise the position for the expatriate as stated above are complied, or the expatriate meet the conditions for automatic exemption.

Employers who previously leveraged on SOCSO’s conditional exemption on the basis of expatriates’ specialised skills must now undertake the full MYFutureJobs advertisement process as above. This will incur additional steps and may increase the time taken for the expatriate hiring process.

#### Contacts

If you have any questions or clarifications for the above, please contact our Global Employer Services (GES) team leads below.

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