

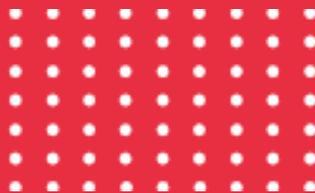


KEMENTERIAN SUMBER MANUSIA

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KERATAN AKHBAR KESUMA”

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EMPLOYERS' RESPONSIBILITY

'Screen flexi-work staff for mental health risks'

KUALA LUMPUR: Employers implementing flexible work arrangements, including working from home, are now required to assess not only physical safety, but also mental health and psychosocial risks, Human Resources Minister Datuk Seri R. Ramanan said.

He said the requirement was outlined in the Occupational Safety and Health Guide for Flexible Work Arrangement 2026, developed by the Occupational Safety and Health Department, as Malaysia expanded the adoption of flexible work models across sectors.

"The guide emphasises the responsibility of employers to ensure the safety, health and welfare of workers even when work is carried out flexibly, including from home," he said during his winding-up speech on the motion of thanks for the royal address at the Dewan Rakyat.

He said this included mandatory occupational safety and health risk assessments, covering not only ergonomic hazards, but also psychosocial risks, such as work-related stress and mental fatigue.

Ramanan said flexible work arrangements, introduced through amendments to the Employment Act 1955 and enforced from January 2023, were designed to boost work-life balance, but must not

come at the expense of workers' well-being.

"Flexible work, including working from home or staggered hours, is subject to sectoral suitability, the nature of work and mutual agreement between employers and employees," he said, adding that clear guidelines were necessary to prevent abuse and protect workers' mental health.

He said the government had boosted awareness efforts through labour education programmes conducted by the Labour Department, with 222 programmes held up to December 2025, including briefings on flexible work arrangements.

Ramanan said TalentCorp's FWA@Workplace initiative had supported organisations in implementing flexible work more systematically through toolkits, workshops and consultations, benefiting nearly 474,400 workers in 2025.

"The introduction of specific mental health and psychosocial risk assessments under the 2026 guide reflects the government's commitment to ensuring that productivity gains from flexible work do not compromise workers' long-term health."

He said employers were legally responsible for occupational safety and health standards, regardless of where work is performed.

Over RM31mil in payouts

Contributors of PERKESO scheme can enjoy benefits

PAYOUTS under the Self-Employed Social Security Scheme (Skim Lindung Kendiri) amounted to RM31.26mil as of Dec 31 last year, says Human Resources Minister Datuk Seri R. Ramanan.

This covered 7,693 contributors, he said.

Ramanan said there were 869,913 contributors under the scheme, out of which 299,674 comprised gig sector workers including e-hailing riders.

The scheme, he said, provides for medical benefits, disability benefits, and rehabilitation facilities, among others.

"If death occurs when the per-



Extra coverage: Ramanan highlighted the advantages gig workers have under the self-contribution scheme.

son is on the job, the next of kin will receive a funeral benefit of RM3,000 alongside a dependent's benefit," he said when winding up debates on the motion of thanks on the Royal Address.

Ramanan shared the case of the next-of-kin of an e-hailing driver

who died in the Elmina crash in 2023, saying that they continued to receive a sum of almost RM2,000 monthly, as the person had contributed to the Lindung Kendiri scheme.

He also voiced the government's commitment to ensure

developments towards the digital economy would not overlook the wellbeing of workers and their families.

"We always hold fast to the principle of leaving no one behind, ensuring it continues to be the foundation of labour and social protection policies," he said.

On haemodialysis treatment at PERKESO dialysis centres, Ramanan said 19,355 insured persons have received treatment at 831 panel centres nationwide, with costs amounting to RM424.96mil.

He explained that treatment is free for eligible PERKESO contributors, specifically insured persons with end stage renal failure, noting that PERKESO pays about RM170 for each individual.

"PERKESO does not set conditions of any pre-existing illness to ensure the contributor is eligible to undergo dialysis at its centres, as compared to private insurance providers," he said.