

BAB 72: CUTI SAKIT

Kelayakan

- ◆▶ Pekerja layak mendapat cuti sakit pesakit luar bergaji dan cuti kemasukan ke hospital berbayar jika:-
 - Berkhidmat dengan majikan sekurang-kurangnya **01 bulan**
 - Mesti disahkan oleh **pengamal perubatan bertauliah**
 - Dimaklumkan atau cuba dimaklumkan kepada majikan dalam masa **48 jam** selepas ketidakhadiran awda

Hak Pekerja

- ◆▶ Cuti sakit pekerja dalam setahun:
 - **14 hari** cuti sakit pesakit luar
 - **60 hari** jika dimasukkan ke hospital (termasuk 14 hari cuti sakit pesakit luar)
- ◆▶ Tiada cuti sakit bergaji semasa:
 - Hari rehat atau Cuti Kelepasan Awam
 - Cuti tahunan bergaji
 - Hari tidak bekerja di bawah kontrak
 - Cuti tanpa gaji
 - Menerima pampasan akibat kecederaan semasa bekerja
- ◆▶ Adalah menjadi kesalahan jika majikan:
 - Tidak memberikan cuti sakit yang disahkan;
 - Memotong gaji pekerja; atau
 - Memotong cuti tahunan pekerja

Denda Kesalahan di bawah Bab 72, Akta Pekerjaan (Penggali 278)

Kesalahan	Individu/Syarikat
Pertama dan Kedua	Tawaran denda kompoun tidak melebihi daripada B\$1,000, bagi setiap kesalahan
Ketiga atau gagal membayar denda kompoun akan dihadapkan ke Mahkamah	Denda tidak melebihi B\$800 , bagi kesalahan kedua atau seterusnya, denda tidak melebihi B\$1,600 , dihukum penjara tidak melebihi 1 tahun atau kedua-duanya sekali



SEC 72: SICK LEAVE

Eligibility

- ◆ Employee is entitled paid outpatient sick leave and paid hospitalization leave if:
 - Worked for your employer for at least **01 month**
 - Must be **certified by medical practitioner**
 - Informed or tried to inform employer **within 48 hours** of your absence

Employee's Entitlement

- ◆ Sick leave for an employee in a year:
 - **14 days** of outpatient sick leave
 - **60 days** if admitted in hospital {including 14 days of outpatient sick leave}
- ◆ No paid sick leave on:
 - Rest days or public holidays
 - Paid annual leave
 - Non-working days under contract
 - Unpaid leave
 - While receiving work injury compensation
- ◆ It is an offence if the employer:
 - Not grant sick leave that has been certified;
 - Deduct employee's salary; or
 - Deduct employee's annual leave

Offences under Sec 72, Employment Act (Cap 278)

Offences	Individual/Company
First and Second	Compound not exceeding B\$1,000 for each offence
Third or failure to pay the compound will be brought to the court	Fine not exceeding B\$800 , and for second or subsequent offence, a fine not exceeding B\$1,600 , imprisonment for a term not exceeding 1 Year or both

