

#### **14.0 EMPLOYMENT OF WORKMEN**

- (a) The Nominated Sub-Contractor shall employ, in the execution of this Sub-Contract, only Malaysian citizens as workmen.
- (b) If in any particular trade or skill required to complete the Sub-Contract Works, the Nominated Sub-Contractor can show to the satisfaction of the S.O. that Malaysian citizens are not available, then the Contractor may employ non-Malaysian citizens subject to the approval of the Government.
- (c) The Nominated Sub-Contractor shall, on the commencement of the Sub-Contract Works, furnish to the Jabatan Tenaga Kerja of the State in which this Sub-Contract is performed, all particulars connected with this Sub-Contract and such returns as may be called for from time to time in respect of labour employed by him on for the execution of this Sub-Contract Works, in accordance with the requirements of the Employment Act 1955, Employment (Restriction) Act 1968, and Internal Security (Registration of Labour) Regulation 1960 or any subsequent modification or re-enactment thereof.
- (d) The Nominated Sub-Contractor shall maintain on the Site, at all times during the progress of the Sub-Contract Works, an up to date register containing particulars of all workers employed by him.

#### **15.0 COMPLIANCE WITH EMPLOYMENT ACT 1955, ETC**

In the employment of workmen for the execution of this Sub-Contract, the Nominated Sub-Contractor shall comply with all the requirements of the Employment Act 1955, Employment (Restriction) Act 1968, Employee's Provident Fund Act 1951, the Industrial Relations Act 1967 and any other law relating to the employment of workmen, or any subsequent modification or re-enactment thereof.

PROVIDED THAT the Nominated Sub-Contractor shall not be entitled to any claim for additional costs and payments whatsoever in respect of his compliance with this clause.

#### **16.0 WAGES BOOKS AND TIME SHEETS**

- (a) The Nominated Sub-Contractor shall keep proper wages books and time sheets showing the amount of wages paid to and the number of hours worked by every workmen employed by him and his sub-contractors as aforesaid in and for the performance of this Sub-Contract.
- (b) The Nominated Sub-Contractor shall produce such wages books and time sheets on demand for inspection by the S.O., S.O.'s Representative or the Contractor.
- (c) The Nominated Sub-Contractor shall furnish to the S.O, S.O.'s Representative or the Contractor such information relating to the wages and conditions of employment of such workmen as the S.O., S.O. Representative or the Contractor may from time to time require.

#### **17.0 DEFAULT IN PAYMENT OF WAGES**

- (a) In the event of default being made in the payment of –
  - (i) wages; and/or