

Aturan Pemberian Tunjangan Hari Raya 2022!

Manpower Minister Issues Circular Letter on Religious Festivity Allowance for Employees/Labors

Kementerian Ketenagakerjaan menyampaikan bahwa perusahaan wajib untuk memberikan Tunjangan Hari Raya (THR) kepada pekerja secara penuh dan tanpa relaksasi setelah melihat kondisi perekonomian di Indonesia semakin pulih.

Terkait aturan tersebut, Pemerintah baru saja menerbitkan dasar hukum pemberian THR keagamaan tahun 2022 yang merujuk pada Surat Edaran Menteri Ketenagakerjaan Nomor M/1/HK.04/IV/2022 tanggal 6 April 2022.

Berikut adalah poin-poin yang dirangkum dari Surat Edaran Menteri Ketenagakerjaan Nomor M/1/HK.04/IV/2022, di antaranya:

1. THR wajib dibayarkan paling lambat 7 hari sebelum Hari Raya Keagamaan;
2. Besaran THR sebesar 1 kali gaji bagi yang sudah bekerja minimal 12 bulan dan proporsional bagi pekerja yang bekerja kurang dari 12 bulan;
3. Bagi pekerja atau buruh yang upahnya ditetapkan berdasarkan Satuan Hasil maka upah 1 bulan dihitung berdasarkan upah rata-rata 12 bulan terakhir sebelum hari raya keagamaan; dan
4. Bagi perusahaan yang menetapkan besaran nilai THR Keagamaan dalam Perjanjian Kerja (PK), Perjanjian Kerja Bersama (PKB) atau Peraturan Perusahaan (PP) yang nilainya lebih besar dari nilai THR Keagamaan

Minister of Manpower, Ida Fauziyah, has issued The Circular Letter Number M/1/HK.04/IV/2022 on 6 April 2022 regarding the Implementation of Religious Festivity Allowance (THR) Payment for Employees/Labors of Companies.

Under the Circular Letter, it is stated that there is no relaxation given for entrepreneurs in paying the THR of its employees/labors, which means that it is mandatory for employers to pay THR in full amount.

The main topics contained in the Circular Letter pertain as follow:

- 1. The THR for employees/labors must be paid no later than 7 days prior to the religious holidays;*
- 2. The THR shall be paid to workers who have a continuous working period of one month or more;*
- 3. In terms of workers who have continuous working period of 12 months or more, the amount of THR shall be paid in equivalent to the workers' one-month salary. On the other hand, any workers who have a continuous one-month working period for less than 12 months, then the amount of THR shall be paid in proportional to the calculation of working period divided by 12 months and multiplied by 1 month's salary; and*

yang diatur dalam SE Nomor M/1/HK.04/IV/2022 maka THR yang dibayarkan disesuaikan dengan PK, PKB atau PP.

Untuk mengantisipasi timbulnya keluhan dalam pelaksanaan pembayaran THR Keagamaan, masing-masing provinsi membentuk Pos Komando Satuan Tugas (Posko Satgas) Ketenagakerjaan Pelayanan Konsultasi dan Penegakan Hukum Tunjangan Hari Raya Tahun 2022 yang terintegrasi melalui website poskothr.kemnaker.go.id.

4. Companies that have made agreements with workers or laborers regarding the amount of THR must be pay according to the agreement.

In the meantime, in order to anticipate the emergence of complaints regarding the implementation of THR payment, the governor and regents/mayors establish a Command Post for the Implementation of the 2022 Religious Festivity Allowance (Posko THR) through website poskothr.kemnaker.go.id

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