



Our Ref. : IIUM/202/4/1
Date : 25th May 2026

All Deans / Directors
Kulliyahs / Centres / Divisions / Institutes / Offices / Mahallahs
International Islamic University Malaysia

Dear YBhg. Dato'/Prof./Dr./Sir/Madam,

Assalamualaikum Warahmatullahi Wabarakatuh

STAFF SERVICE CIRCULAR NO. 11/2026

**COST OF LIVING ALLOWANCE (COLA)
- Revised rate for staff at IIUM Kuantan Campus and Gambang Campus**

1. OBJECTIVE

The objective of this circular is to notify all Deans/Directors of the Kulliyahs / Centres / Divisions / Institutes / Offices / Mahallahs pertaining to the revised rate of Cost of Living Allowance (COLA) for staff at IIUM Kuantan Campus and Gambang Campus.

2. BACKGROUND

2.1 The current rate of Cost of Living Allowance (COLA) is stated in the MSD Service Circular No. 1/2020 as follows:-

Location	Rate		Remarks (IIUM Campus)
	Management & Professional Group	Operational Group	
Area A	RM300.00	RM350.00	Gombak and KL Campus
Area B	RM250.00	RM300.00	Kuantan, Gambang and Pagoh
Other Area	RM150.00	RM200.00	



- 2.2 The COLA is payable to the following:-
- all staff of Management & Professional Group and Operational Group;
 - appointed on permanent, contract and temporary basis;
 - approved for full pay leave;
 - approved for half-pay leave (payable at the half of the rate);
 - approved for full pay study leave locally based on location of study; or
 - approved for half-pay study leave locally (payable at the half of the rate) based on location of study.
- 2.3 The Public Service Department (PSD) in its letter ref. JPA.(S)800-4/2/51(6) dated 19th December 2025 decided that following the upgrade of Kuantan Municipal Council (Majlis Perbandaran Kuantan) to Kuantan City Council (Majlis Bandaraya Kuantan) status, effective 21st February 2021, the COLA rate was revised from Area B to Area A with immediate effect.
- 2.4 With the above revision, the COLA rate for IIUM staff at the Kuantan and Gambang Campuses was revised to the new rate, reflecting an increase of RM50.00 per staff member.

3. DECISION

- 3.1 The Staff Service Committee (SSC) Meeting No. 1/2026 held on 12th February 2026 approved the revision of the Cost of Living Allowance (COLA) rates for staff at IIUM Kuantan Campus and Gambang Campus.
- 3.2 The current rate of COLA applicable to IIUM staff are as follows:-

Location	Rate		Remarks (IIUM Campus)
	Management & Professional Group	Operational Group	
Area A	RM300.00	RM350.00	Gombak, Kuala Lumpur, Kuantan and Gambang
Area B	RM250.00	RM300.00	Pagoh
Other Area	RM150.00	RM200.00	

- 3.3 The effective date of implementation is **19th December 2025** as stated in the PSD's letter.
- 3.4 With the issuance of this circular, the MSD Service Circular No. 1/2020 is rescinded.



All Deans/Directors are kindly required to disseminate this information to all relevant staff at the Kulliyahs/Centres/Divisions/Institutes/Offices/Mahallahs.

Thank you. *Wassalam.*

"LEADING THE WAY"



WAN NAJIHAH NURASHIKIN BT. WAN ABDULLAH
Executive Director
Management Services Division
International Islamic University Malaysia

c.c. : Rector
: Deputy Rector (Academic and Internationalisation)
: Deputy Rector (Research, Innovation and Development)
: Deputy Rector (Student Development and Community Engagement)
: Executive Director, Finance Division
: Campus Director, IIUM Kuantan Campus
: Legal Adviser

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