Scope of Presentation

1. Overview of social protection in Malaysia
2. New Initiative – Return to Work Programme
3. Issues and Challenges
Overview of the Social Security Organisation (SOCSO), Malaysia
SOCIAL PROTECTION INITIATIVES

- Established in 1971 to implement, administer and enforce The Employees' Social Security Act, 1969 and the Employees' Social Security (General Regulations), 1971.

- Statutory Organization governing Employment Injury Insurance Scheme & Invalidity Pension Scheme in Malaysia.

- Operates as an agency under Ministry of Human Resources Malaysia;
SOCIAL PROTECTION INITIATIVES

Provides all kinds of benefits to the workers suffer from accidents which arising out of and in the course of employment. It covers industrial accident, commuting accident and occupational diseases.

Covers all insured workers from invalidity through Invalidity Pension Scheme. This scheme provides 24-hours coverage to employees against invalidity and death due to any cause not connected with employment before the age of 60 years.

1. Medical Benefit
2. Temporary Disablement Benefit
3. Permanent Disablement Benefit
4. Constant Attendance Allowance
5. Dependent's Benefit
6. Funeral Benefit
7. Rehabilitation Benefit
8. Education Benefit

1. Invalidity Grant
2. Invalidity Pension
3. Constant Attendance Allowance
4. Survivors Pension
5. Funeral Benefit
6. Rehabilitation Benefit
7. Education Benefit
RETURN TO WORK PROGRAMME
Assure appropriate medical care is provided to Insured Person with injuries or diseases to ensure an early and safe return to work.

Dedicated case managers manage the implementation and coordination of the rehabilitation plan with healthcare providers, as well as the clients while promoting cost-effective care.

RETURN TO WORK OBJECTIVE
- To assist Insured Person with injuries or disease to return to work in a safe and fast manner
- To carry out SOCSO’s social responsibility towards employers and employees
- To create a positive working environment through communication and support for employees with disabilities
- To reduce and minimize the potential of repetitive accidents at the workplace
- To reduce disability duration
- To increase the productivity of employees with disabilities through total replacement of income

BENEFITS TO EMPLOYER
- To reduce the disability duration of Insured Person with injuries or diseases and enable a safe and fast return to work and increasing productivity thereafter
- To be able to retain experienced and highly skilled workers at the work place
- To reduce training and hiring costs of temporary workers
- To optimize the employees’ rehabilitation period so they can return to work faster and increase their productivity
- To provide workplace modification recommendations to accommodate employees with injuries or diseases

BENEFITS TO EMPLOYEES
- To provide psychological support through counselling and consultation
- To restore employee’s self-confidence by enhancing their physical and mental ability and to prevent low self-esteem caused by the illness or disability
- To provide appropriate rehabilitative equipment’s including orthotic, prosthetic, implants and so forth, based on the prescription given by the treating doctors or specialists
- Promotes speedy recovery and reduces the impact on the quality of life due to the disability or illness

prepared & presented by mohamad ast ngosman
RETURN TO WORK MODEL

1. Same Job Same Employer
2. Similar Job Same Employer
3. Different Job Same Employer
4. Same Job Different Employer
5. Similar Job Different Employer
6. Different Job Different Employer
7. Self Employed

Prepared & presented by Mohamad Asri Ngosman
RETURN TO WORK PROCESS

- Acute Stage / Hospitalization
- Rehabilitation
- Prosthetics & Orthotics
- Workplace Modification
- Job Placement
- Vocational Training

Case Manager

Plan
Implement
Monitor
Review
Evaluate

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The opening of the rehabilitation centre in Air Keroh on Oct 1, 2014 was the first in Southeast Asia and one of the government’s efforts to assist contributors of Socso, who were injured or were permanently disabled, to get treatment. The objective of setting up the centre on a 22.3-hectare site was aimed at providing quality physical and vocational rehabilitation services.

823 individuals returned to work this year, as of June, seeking jobs (138), recovering (555) and still undergoing medical treatment (302).

“Of the total, 74 per cent returned to work with the same employers and this showed a positive achievement via the numerous efforts undertaken by the PERKESO.
CHALLENGES

- Motivation of Insured Person (More interested in compensation)
- Lack of Rehabilitation Specialization (in hospitals)
- Stigma within Employers to hire Persons with Disabilities
- Access to Rehabilitation Centers/ for Treatment (especially among those in rural areas)
- Lack of Case Managers / Job Placement Officers

prepared & presented by mohamad asri ngosman
INTERNATIONAL FORUM ON DISABILITY MANAGEMENT

"TRANSFORMING DISABILITY MANAGEMENT"

22 - 24 November 2016
Kuala Lumpur Convention Centre (KLCC)
Kuala Lumpur, Malaysia

www.ifdm2016.com.my

Have you had workers with prolonged Medical Leave's (MCs) and not knowing what you can do to get them back to work as soon and as safe as possible?

Join us at the IFDM 2016 and listen to the world experts in managing workers with employment injuries or illnesses!

A CONFERENCE FOR

- CEO / Managing Directors
- Human Resource Directors / Managers
- Occupational Safety and Health Officers
- Occupational Health Doctors
- Medical Rehabilitation Specialists
- Medical Specialists/Doctors
- Physiotherapists/Occupational Therapists
- Psychologists / Counsellors
- Social Workers

KEY NOTE SPEAKERS:

- "The World's Future In Social Security" - Mr. Huy Khai Roulkovsky, Secretary General, International Social Security Association (ISSA)
- "Preventing Disability - The Way of The Future" - Dr. Joachim Brewer, Director General, National Health Insurance, Germany (NHI)
- "Empowering Ability In Disability" - Professor Dr. Mohamed Ismail, President and Chief, Disability, Occupational, Environmental and Safety Medicine, Faculty of Medicine, University of Malaya
- "Are We There Yet?" - Dato' Dr. Mohamad Arman Ismail, Act. MD, National Institute of Occupational Safety and Health (SOCSO)
- "The Malay Muslim Life" - Mr. Harith Iskander, Maldives Former Cabinet

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CONCLUSION

Concept of social protection in Malaysia is unique and should be viewed in a broader perspective of social development which aims at improving the quality of life of the people.

Social development initiatives will enable people to satisfy their basic human needs and lead lives of dignity and safety, while participating fully in society.