



SOCIAL SECURITY ORGANISATION

BACKGROUND



- ❑ SOCSO was formed as a government department on 1 January 1971
- ❑ Became a Statutory Authority effective 1 July 1985



Ministry of Human Resource

SOCIAL SECURITY ORGANISATION

SOCSO was mandated to administer and enforce the :

- ❑ Employee Social Security Act 1969
- ❑ Employee Social Security General Rules 1971.



## SOCIAL SECURITY PRINCIPLES

### Solidarity Fund

- Cardinal value of social protection
- Contributions made by its members to SOCSO
- Employees share the same level of exposure & risk sharing regardless of industry in which they operate in

### Replacement of Income

- Social protection to employees and their dependants (Employment Injury Scheme & Invalidity Pension Scheme)
- Replacement of income provided to dependants through monthly pensions

### Equality

- Fairness and equality to all employees are achieved to those that have contributed to the solidarity fund
- Aligned to the concept of 1Malaysia



## SOCIAL SECURITY ORGANISATION

### SOCSCO MISSION



“ To provide a social security protection to employees and their dependants through social security schemes and to increase awareness on occupational safety and health that will ultimately improve the Employees’ social wellbeing ”

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### EMPLOYERS

- Industry (Employer) is defined as :-  
“any business or trade which includes service employment, handicraft or avocation of employees”
- covers all industries that employ 1 or more employee(s)
- PRINCIPAL EMPLOYER
- IMMEDIATE EMPLOYER

## EMPLOYEES

- Effective 1.6.2016, all employee must register with ceiling wage of RM4,000 per month.
- Malaysian citizen & Permanent Residence
- Employed under a "CONTRACT OF SERVICE" or apprenticeship

### Employees exempted from SOCSO's coverage:-

- Government servants (except contract & temporary)
- Domestic servants
- Sole-proprietor, partnership & their spouse(s)
- Self-employed
- Foreign workers (Effective 1.4.1993)

## SCHEMES UNDER THE ACT

- **EMPLOYMENT INJURY SCHEME**  
(*Skim Bencana Pekerjaan*)
- **INVALIDITY SCHEME**  
(*Skim Keilatan*)

## EMPLOYMENT INJURY SCHEME

(*Skim Bencana Pekerjaan*)

EMPLOYMENT INJURY- Section 2(6), AKSP 1969

*"means a personal injury to an employee caused by accident or an occupational disease arising out of and in the course of his employment in an industry to which this Act applies"*

**EMPLOYMENT INJURY SCHEME**

## EMPLOYMENT INJURY

-  **INDUSTRIAL ACCIDENTS WHILE CARRYING OUT THEIR DUTIES**
-  **ACCIDENTS WHILE TRAVELLING** (*Seksyen 24, AKSP 1969*)
-  **ACCIDENT DURING EMERGENCY** (*Seksyen 25, AKSP 1969*)
-  **OCCUPATIONAL DISEASE** (*Jadual Kelima, AKSP 1969*)

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## BENEFITS UNDER EMPLOYMENT INJURY SCHEME



- Medical Benefit** (*Faedah Perubatan*)
- Temporary Disablement Benefit** (*Faedah Hilang Upaya Sementara*)
- Permanent Disablement Benefit** (*Faedah Hilang Upaya Kekal*)
- Constant Attendance Allowance** (*Elaun Layanan Sentiasa*)
- Rehabilitation Facilities** (*Kemudahan Pemulihan*)
- Return To Work Programme** (*Program Return To Work*)
- Dependants' Benefit** (*Faedah Orang Tanggungan*)
- Funeral Benefit** (*Faedah Pengurusan Mayat*)
- Education Loan** (*Faedah Pendidikan*)

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## TEMPORARY DISABLEMENT BENEFIT

*(Hilang Upaya Sementara)*

- Employees suffering from employment injuries or occupational diseases may receive free medical treatment at SOCSO's panel clinic or Government clinic / hospital
- Before 1.6.2016 - minimum rate - RM30.00 per day  
maximum rate - RM78.67 per day.
- Effective 1.6.2016 - maximum rate - RM105.33
- More than 4 days sick leave (including day of accident)
- Compensation paid during the period the employee is on sick leave. No compensation will be paid on the day on which the employee worked in the period of sick leave
- Daily rate equivalent to 80% of the average assumed daily wage

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### PERMANENT DISABLEMENT BENEFIT (*Faedah Hilang Upaya Kekal*)

- ❑ **Permanent Disability**- permanent disability due employment injury that reduces employees' ability to perform his duties
- ❑ Certified by a Medical Board or a Appellate Medical Board
- ❑ Daily rate equivalent to 90% of the average assumed daily wage
- ❑ Employee may continue to work while receiving benefit
- ❑ **Before 1.6.2016 - minimum rate - RM30.00 per day**  
**maximum rate - RM88.50 per day.**
- ❑ **Effective 1.6.2016 - maximum rate - RM118.50 per day**
- ❑ Assessment does not exceed 20% - Payment made - **LUMP SUM**

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### REHABILITATION FACILITIES (*Kemudahan Pemulihan*)

- ❑ Rehabilitation facilities may be provided free of charge by the Organisation to an employee who suffers permanent disablement

Physical rehabilitation	Vocational rehabilitation
<ul style="list-style-type: none"><li>• Return To Work programme</li><li>• Occupational therapy</li><li>• Reconstructive surgery</li><li>• Artificial limbs and prosthetics</li><li>• Orthopaedic aids such as wheel chairs, walking stick, hearing aids</li><li>• Physiotherapy</li></ul>	<ul style="list-style-type: none"><li>• Training in selected areas such as electrical wiring, sewing, radio / TV repair, air conditioner and fridge repair, plumbing, stenography, secretarial skills and others.</li><li>• Return To Work programme</li></ul>

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### ❑ **Return to Work Programme (RTW).**

- **Introduced on the 15<sup>th</sup> January 2007**
- Processes involved are facilitated by a case manager who manages the implementation and coordination of the rehabilitation plan with healthcare providers, as well as the clients while promoting cost-effective care.
- To assist Insured Person with injuries or disease to return to work in a safe and fast manner

## RTW HIERARCHY

- SAME JOB SAME EMPLOYER
- SIMILAR JOB SAME EMPLOYER
- DIFFERENT JOB SAME EMPLOYER
- SAME JOB DIFFERENT EMPLOYER
- SIMILAR JOB DIFFERENT EMPLOYER
- DIFFERENT JOB DIFFERENT EMPLOYER
- SELF EMPLOYED

## CONSTANT ATTENDANCE ALLOWANCE

*(Elaun Layanan Sentiasa)*

- Effective 1.1.2013 - the rate fixed - RM500 per month
- Employee - suffering from total permanent disablement and is so severely incapacitated as to constantly require the personal attendance of another person.
- Certified by Medical Board or the Appellate Medical Board
- 100% permanently disabled

## OCCUPATIONAL DISEASE

*(Penyakit Khidmat)*

- Diseases resulted from occupation as described in the Fifth Schedule of Employees' Social Security Act 1969.
- Occupational disease include:-
  - ❖ *Loss of hearing due to continuous excessive noise exposure*
  - ❖ *Occupational asthma due to work involving constant exposure to the inhalation of dust or harmful chemical etc*