

MOH Ref: 61:12
MOM Ref: 032-015-00001

17 September 2018

MOH Circular 39/2018
MOM Circular 001/2018

All Registered Medical Practitioners

ISSUANCE OF MEDICAL LEAVE CERTIFICATE (MC) OR LIGHT DUTIES TO WORKERS WITH WORK-RELATED INJURIES

In 2016, Singapore Medical Council (SMC) published the revised edition of the Ethical Code and Ethical Guidelines (ECEG). Under Guideline B4(4) - Medical Certificates¹ of the 2016 ECEG, it provides guidance to medical practitioners when certifying if a patient is fit to return to work.

2. The key concern when an injured worker is made to return to work is the risk of aggravating the injuries and reducing his chance of full recovery. In this respect, we would like to remind all medical practitioners to abide by the SMC's ECEG especially when issuing MC or light duties to injured workers.
3. The number of days of MC should commensurate with the severity of the injury sustained by the workers. In addition, light duties should be issued in the best interest of the worker, and only after taking into consideration the following: -
 - a. The appropriate duties are indeed available at the injured's workplace. This entails an understanding of the injured's work environment, job duties and demands; and
 - b. Whether the injured's incapacitated condition allow him to perform those duties without aggravating his injuries.
4. MOM has received feedback that some errant employers influence medical practitioners to downplay the severity of the injuries by issuing lesser number of days of MC or issuing light duties in lieu of MC against the interest of the injured worker. The employers do so to avoid reporting the accident to MOM or for the purpose of reducing compensation to the injured.
5. We would like to urge all medical practitioners to exercise their professional judgement based on SMC's ECEG and not be unduly influence by any other parties. If any parties attempt to exert undue influence, you may report them to MOM. Any information shared will be kept confidential. For any clarification, please email MOM at mom_oshd@mom.gov.sg, or MOH at moh_info@moh.gov.sg.



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¹ If you are certifying that the patients are fit to return to work but with limitations on their level of activity at work, you must first ensure that the patients' work conditions allow this and, to the best of your ability, ensure that appropriate light duties are in fact available to the patients at their place of work.