

Understanding the Social and Financial Impact of Work Injuries for Local Workers

Rosalind Gan¹, Gan Siok Lin¹, Woon Cheng Peng¹, Li Junjie², Wong Liat Toong², Kenneth Choy², Sylvia Teo², Chan Wai Ming³, Luar Shun Hui³

¹WSH Institute; ²Ministry of Manpower; ³Forbes Research Pte Ltd

PURPOSE

To identify the challenges faced by Singaporean workers after sustaining a work injury and the support needed to facilitate Return-To-Work (RTW).



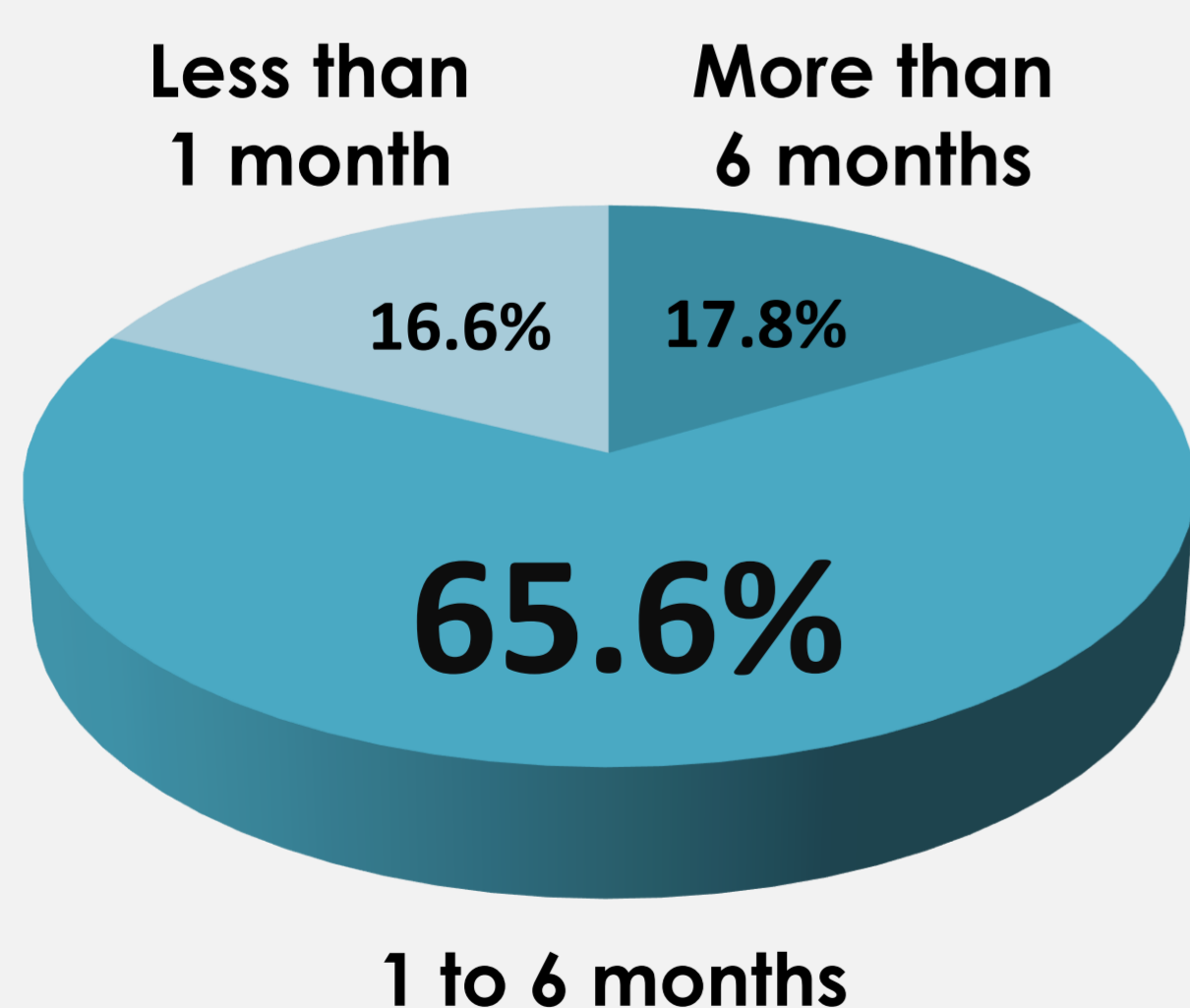
METHOD

407 participants were randomly selected from a database of injury cases, with more than 14 days of medical leave, reported to the Ministry of Manpower from January 2011 to December 2012.

Interviews were conducted over 5 months from Sep 2014 to Feb 2015 to understand the nature of injury, company profile, financial and social impact experienced, including post-injury occupations and employment status.

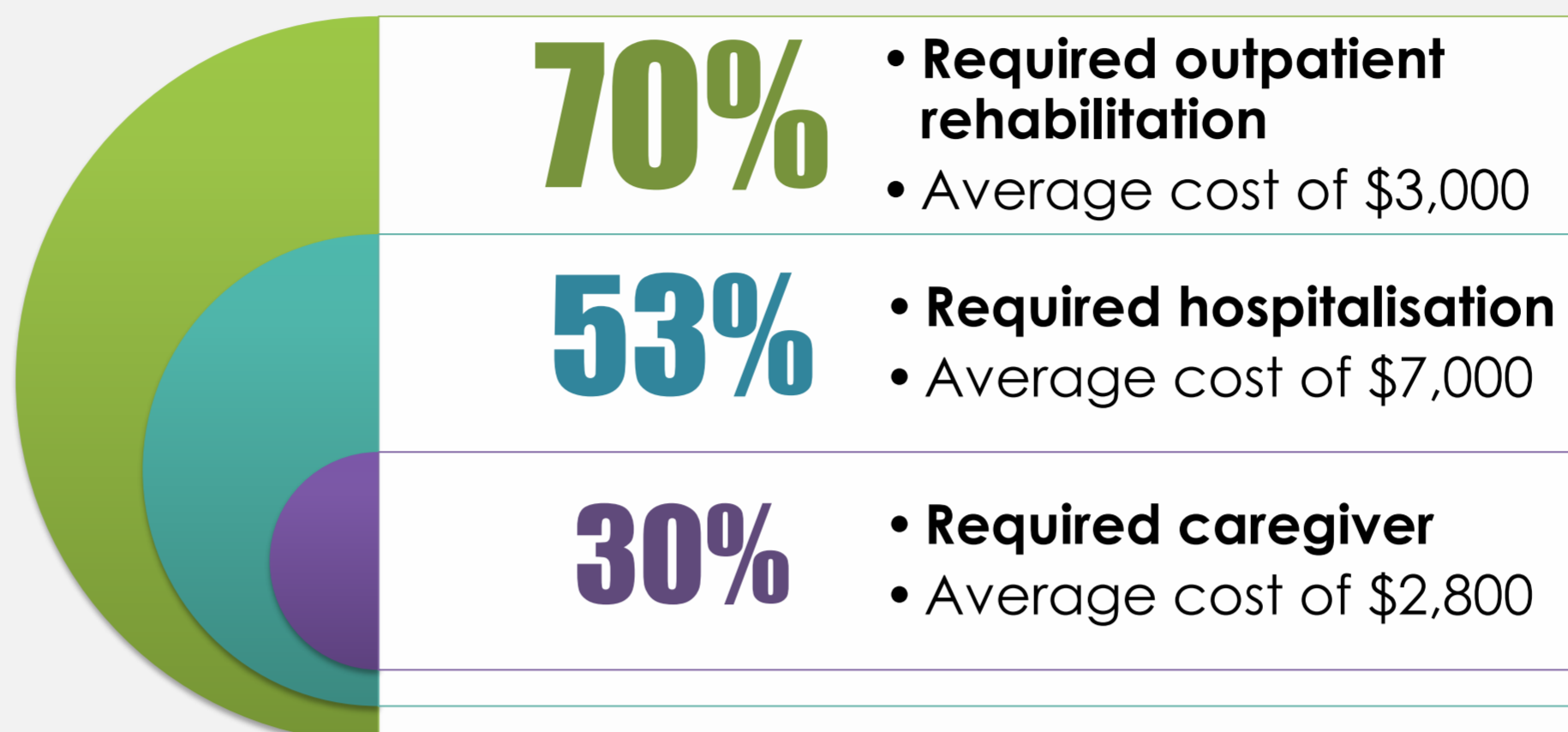
RESULTS

I. The number of MC days due to work injury (n = 407)



RESULTS

II. The financial impact of the work injury



The average cost for treatment, rehabilitation and caregiving is **\$4,500**, with the highest incurring **\$38,250**

III. The social impact of the work injury

24% were unemployed

- Females, older and lower educated workers tended to remain unemployed
- 2/3 of the unemployed injured workers were from small and medium enterprises (SMEs)

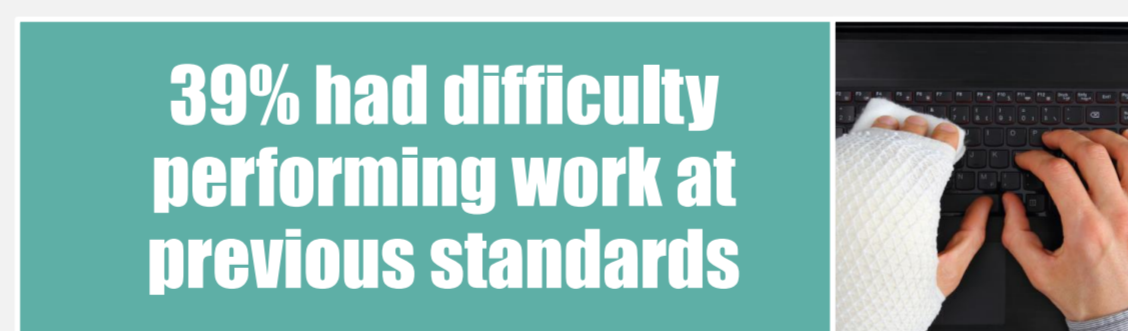
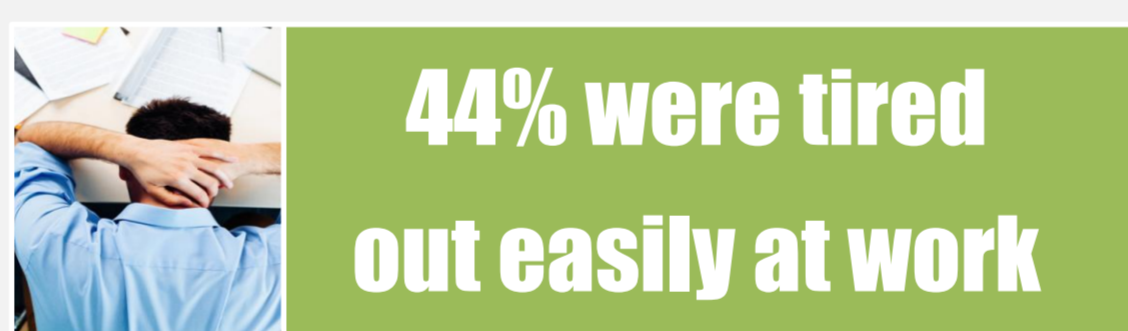
For the employed

- 41% changed companies
- 27% were employed with a change in job scope
- 16% suffered a pay cut

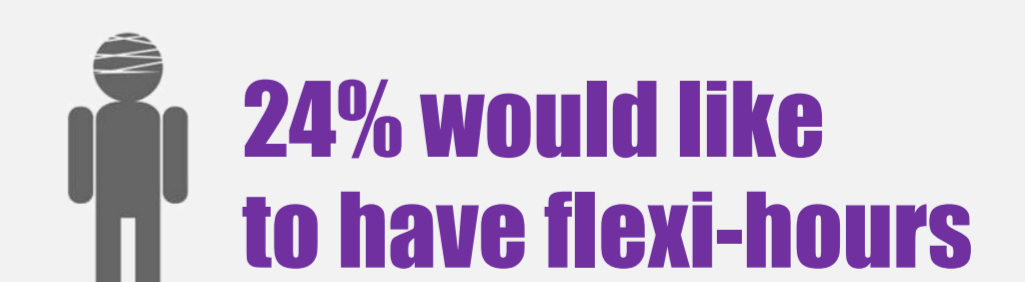
How the family coped after the injury

- 60% tapped on savings for treatment
- 31% reduced household expenses to make ends meet

IV. The key challenges faced upon returning to work



V. The types of support deemed useful to enhance post-injury employment outlook



CONCLUSION

Injuries at work have a significant impact on the injured worker, his family and the economy. To facilitate RTW for the injured worker, the involvement of a case manager would improve communication amongst the injured, the employer and the healthcare provider and aid in the smooth transition to work for the injured worker.