

Changes to Work Injury Compensation Act (WICA)

In 2020, changes to the Work Injury Compensation Act (WICA) will offer **better protection for employees** and **more certainty for employers**. What's more, the **simpler and faster claims processes** will benefit both parties.



Important changes to WICA

- Increased limits for medical expenses and compensation payouts
- Coverage will be extended to a larger pool of non-manual employees, no matter where they work
- Compensation to include light duties
- Compulsory reporting for all light duties or work-related medical leave

Examples of manual employees

- Engineers
- Electricians
- Drillers
- Technicians
- Cleaners
- Drivers
- Construction Workers
- Assembly Workers
- Oil Riggers
- Welders
- Machine Operators

Changes in medical expenses and compensation limits

The following increases have taken place effective January 1, 2020.

Description	Limits before changes	Limits after changes
Medical expenses	SGD \$36,000	SGD \$45,000
Death	SGD \$204,000	SGD \$225,000
Permanent incapacity	SGD \$262,000	SGD \$289,000

Compensation to include light duties

From September 1, 2020, employees on light duties due to work injuries will also have to be compensated for lost earnings. Compensation will be based on their Average Monthly Earnings (AME).

Mandatory insurance coverage for non-manual employees

From April 1, 2020, the salary threshold for non-manual employees will be increased (in two phases).

Description	Before April 1, 2020	From April 1, 2020	From April 1, 2021
Salary threshold for non-manual employees	SGD \$1,600	SGD \$2,100	SGD \$2,600

Compulsory reporting for all light duties or medical leave

From September 1, 2020, employers are required to report all light duties or medical leave to the Ministry of Manpower (MOM).

Claim examples:

- Employee has an accident while traveling for a work-related activity or meeting
- Compensation for conditions sustained while on overseas business travel for a work-related assignment
- An office-based employee slips and falls while going to the toilet at work
- A manual employee falls during work and injures himself
- Employee suffers a heart attack at work

What you should do

Employers should review their Work Injury Compensation Insurance (WICI) policies to ensure the relevant employees are covered.

! Though it might not be compulsory to cover your employees under the WICI, employers are still liable for claims relating to injuries at work, in case of which the WICI can be a safeguard.

Note:

From September 1, 2020, only licensed insurers can sell MOM-approved WICI policies. Thanks to our large network of insurers, Pacific Prime can help with your WICI requirements.

Pacific Prime, a global employee benefits specialist and insurance broker, can help you find the right coverage. Contact our team of experts today.



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