



WORK INJURY COMPENSATION

What You Need To Know About Medical Leave Wages

Under the Work Injury Compensation Act (WICA), your employee can claim compensation from you if he is injured at work. This infographic explains medical leave wages as a component of work injury compensation and how it is computed.

There are three types of compensation benefits your employee can claim from you:

1. Medical leave wages
2. Medical expenses
3. Lump sum compensation for permanent incapacity or death

1. How do I calculate medical leave wages?



Scan QR code to calculate the AME



Scan QR code to calculate the medical leave wages

Medical leave wages are calculated based on your employee's **average monthly earnings (AME)**.

AME includes earnings, overtime pay, food allowance, bonus and all other allowance(s) paid for work over past 12 months before the accident date.

It excludes employer CPF contributions, and special expenses such as transport allowance and reimbursement.

2. When do I have to pay my employee his medical leave wages?



You must pay by your **employee's next pay day**.

3. Do I still have to pay my employee if he has left the company?



Yes, you still have to pay compensation to your employee for his work injury even if he no longer works for you. You should **pay your employee first before seeking reimbursement** from the insurer.

4. What will happen if I fail to pay compensation to my employee?



Failure to pay compensation is an offence. As an employer, you may be **convicted and fined up to a maximum of \$10,000 and/or imprisonment of up to 12 months**.