

# EMPLOYER DUTIES

## MEDICAL BENEFITS



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### MEDICAL REIMBURSEMENT

#### IF EMPLOYEE HAS WORKED FOR 3 MONTHS

Employer has to pay for medical consultation fees if:

- it results in at least 1 day of paid sick leave; and
- it arises from a MC given by a medical practitioner from a public medical institution/appointed by your company.



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### MEDICAL REIMBURSEMENT

#### IF EMPLOYEE FALLS SICK ON PUBLIC HOLIDAYS, ANNUAL LEAVE, REST DAYS OR NON-WORKING DAYS

Employee will not be eligible:

- for paid sick leave on those days; and
- to claim reimbursement for medical consultation fees.



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### WORK INJURY INSURANCE

Employers must get work injury compensation insurance for all employees doing:

- manual work; and
- non-manual work, earning less than \$2,600 a month, excluding overtime payment or bonuses.



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### MEDICAL INSURANCE

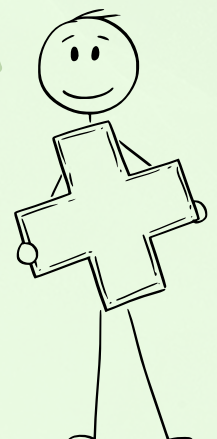
Unless an employee is a foreign worker with a work permit or an S-pass holder, medical insurance is not required by MOM.



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### OVERSEAS DOCTORS/TCM

If MCs are issued by an overseas doctor or TCM practitioner, the Employer has the choice to accept or reject it.



Updated as of 27 July 2022  
Based on the Guidance issued by MOM