

# WORK RELATED INJURY AND ILLNESS: EXPLORING THE RETURN-TO-WORK PROGRAM IN MALAYSIA

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**Abstract.** Illness and injury have a significant impact on employees, their families and employers. The consequences faced by an injured worker could lead to disability, which could then lead to inability to work. This study examined the patterns of the Return to Work (RTW) using data from The Social Security Organisation (SOCSO) of Malaysia RTW database from 2010 to 2013. Factors of successful return to work, employees' salary upon returning to formal employment were also investigated. Gender, age, year of injury, industry, and job hierarchy were found to be significant predictors of employees' salary upon returning to work. Although there are other costs involved on the part of employers and employees, themselves, in the long term the financial returns that can be brought back by injured workers who have successfully returned to work combined with the qualitative benefits substantially outweighs the costs of RTW program.

**Keywords:** employees, injury, rehabilitation, return-to-work, salary, Social Security Organisation (SOCSO), Malaysia

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