



Malaysia signs agreement with the IDMSC



Representatives of the International Disability Management Standards Council (IDMSC) participated at the national Return To Work Conference hosted by Malaysia's Social Security Organization (SESCO / PERKESO) in Kuala Lumpur in July and in conjunction with this event, SESCO signed an agreement with the IDMSC for use of its curriculum and professional certification standards. Significantly, the signing of the agreement was witnessed by Malaysia's federal Minister of Human Resources, Dr. Mohammed Azman Bin Aziz Mohammed, Deputy Chief Executive Officer (Operations), SESCO talks about why this agreement is so important to this fast changing, highly populated Asian country.

What is SESCO's leadership role in managing workplace disabilities in Malaysia?

SESCO's main principles, which are prevention, rehabilitation and compensation, in delivering social security protection to the Malaysian workers, clearly show its responsibility in ensuring a safe working environment for all workers, including workers with disabilities. While there are legal provisions for SESCO to do so, SESCO has taken the next step to introduce the RTW program, which consists of disability management strategies to guarantee proper planning and coordination of healthcare services to achieve the goal of medical rehabilitation, and in this case, to get workers to recover faster and to return to work safely in their workplaces.

*Signing the agreement L to R:
Wolfgang Zimmermann, Executive Director,
IDMSC and Dr. Mohammed Azman Bin Aziz
Mohammed, Deputy CEO (Operations),
SESCO*



How important is this issue in Malaysia?

Over the year past few years, SOCSO has received an average of 55,000 accident claims and 9,000 invalidity claims a year. These clearly show that there are workers who may have some form of disability and this would definitely cause some incapacity to return to employment for some of these workers; and this may directly trigger a reduction in the productivity of the nation; but more importantly these workers may suffer the psychosocial impact due to the injury or disease.

For SOCSO, it is important that the organization remain dynamic to provide total protection, which enables, and not disables, the insured person and to assist them, not through compensation alone, but to support them to be reintegrated and not excluded in our society.

Why is it important for SOSCO to certify its employees?

SOCSCO sees the Certified Disability Management Professional (CDMP) as an opportunity to build its human resource capabilities and to ensure that a high standard in disability management practices is being applied in SOCSO's service delivery. SOCSO will start to ensure that all case managers, rehabilitation officers and state directors be certified first, and we will be expecting the first examinations since the signing of this agreement to be conducted by middle of next year.



What is SOSCO hoping to achieve by adopting IDMSC best practice standards in disability management?

Disability management is not something that you would want to force as a "standard operating procedure" for a Social Security Organization. By just adding these best practices would just create "robots" in delivering social protection to the insured. Disability management has to be more than that. SOCSO wants disability management to be the organization's working culture and the officer's second nature in ensuring that social justice is being delivered to all its insured persons.

For more information on SOCSO / PERKESO, please visit www.perkeso.gov.my. To learn more about the IDMSC, please go to www.idmsc.org.

