



UNIVERSITI KUALA LUMPUR  
INSTITUTE OF MEDICAL SCIENCE TECHNOLOGY

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FINAL EXAMINATION  
OCTOBER 2025 SEMESTER

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COURSE CODE : HRB30803  
COURSE TITLE : OCCUPATIONAL INJURY & DISEASE COMPENSATION  
PROGRAMME NAME : BACHELOR OF OCCUPATIONAL SAFETY & HEALTH (HONOURS)  
DATE : 27 JANUARY 2026  
TIME : 9:00AM - 12:00PM  
DURATION : 3 HOURS



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INSTRUCTIONS TO CANDIDATES

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1. Please read the instructions given in the question paper CAREFULLY.
2. This question paper is printed on both sides of the paper.
3. This question paper consist of ONE sections.
4. Section A consist of five questions. Answer FOUR (4) questions only.
5. Please write your answer on the answer booklet provided.
6. Please answer all questions in English only.
7. Refer to the attached Formula/ Appendies.  *Tick if applicable*

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THERE ARE 6 PAGES OF QUESTIONS INCLUDING THIS PAGE

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## SECTION A (Total: 100 marks)

Answer FOUR (4) questions.

Please use the answer booklet provided.

**Question 1**

Ravi, a 34-year-old production operator from Klang, works at an electronics factory in Shah Alam. Every morning, he rides his motorcycle from his home to the factory using the Federal Highway.

One Tuesday at 6:45 AM, while travelling directly to work along his usual route, a car suddenly switched lanes and collided with his motorcycle. Ravi fell onto the road and suffered a fractured wrist, shoulder sprain, and multiple abrasions. Passersby called an ambulance, and he was taken to Hospital Shah Alam for treatment.

Ravi informed his employer on the same day. He later submitted his medical certificate for 18 days of medical leave (MC). The employer confirmed that Ravi was travelling *directly* from home to the workplace without making any personal detours.

Ravi wants to know how SOCSO can compensate him for this commuting accident under the Employment Injury Scheme.

- (a) Explain whether Ravi's case qualifies as a 'Commuting Accident' under SOCSO's requirement.

(5 marks)

- (b) Determine the types of SOCSO benefits that Ravi may be entitled to due to his commuting accident.

(8 marks)

- (c) Outline the steps Ravi must follow to ensure his SOCSO commuting accident claim is successfully approved.

(12 marks)

**Question 2**

You are assigned as a Safety and Health Officer at a large construction site where a mixed group of workers, including welders, carpenters, and site supervisors, are engaged in various ongoing projects. During your daily walkthrough and health monitoring sessions, you observe and receive several reports from workers about their health and safety issues.

One welder reported that a piece of metal debris flew into his eye while grinding a steel plate, causing immediate pain and redness. A carpenter mentioned developing continuous lower back pain after months of lifting and bending while handling heavy wooden beams. Another worker in the concrete mixing area experienced dizziness and nausea after being exposed to cement dust for an extended period. A crane operator accidentally slipped from the cabin ladder and fractured his leg. Several workers complained of persistent coughing and breathing difficulties after working for years in dusty conditions without proper respiratory protection.

In another case, a worker suffered burns on his arm when hot bitumen splashed during road surfacing. A long-serving painter revealed he had been diagnosed with chronic dermatitis caused by prolonged contact with solvent-based paints. An electrician sustained an electric shock while repairing a faulty power line but recovered after first aid treatment. Some workers shared that they frequently experience ringing in the ears after long hours near heavy machinery. Lastly, one mason reported stiffness and pain in his wrists, which he believes are caused by years of repetitive trowel movements.

- (a) From the above scenario, determine the five (5) occupational injuries and justify your clarification.

(10 marks)

- (b) Explain the five (5) occupational diseases with justification.

(10 marks)

- (c) Analyse the root causes of the above occupational accident.

(5 marks)

**Question 3**

Farid, a 41-year-old senior machine operator at a metal fabrication plant in Johor, was severely injured during a night shift operation. While adjusting a malfunctioning hydraulic press machine, the safety interlock system failed, causing the press to descend abruptly. Farid's left arm was crushed, and he suffered multiple fractures, deep lacerations, and significant blood loss.

The emergency response team transported him to Hospital Sultan Ismail, where he underwent emergency surgery. He remained hospitalised for 12 days, followed by long-term physiotherapy. Due to the severity of the injury, Farid temporarily lost his ability to perform daily activities such as dressing, bathing, and mobility. His wife and two teenage children had to assist him throughout his recovery period.

Farid's employer reported the incident to SOCSO within 24 hours and provided all preliminary documentation. Farid wants to understand his benefits under the Employment Injury Scheme, especially those that support dependants and long-term rehabilitation.

- (a) Justify why Farid's case qualifies as an occupational injury. (5 marks)
- (b) Classify the types of SOCSO benefits that Farid may be entitled to due to this workplace injury. (10 marks)
- (c) Analyse the steps Farid and his employer must take to ensure his SOCSO occupational injury claim is successfully processed. (10 marks)

**Question 4**

Ahmad, a 29-year-old maintenance technician at a manufacturing company in Selangor, was injured when he slipped and fell from a platform while repairing an overhead conveyor system. The accident happened at 10:15 AM during working hours. He suffered a fractured leg and was given 25 days of medical leave by a government hospital.

Upon investigation, it was discovered that Ahmad was wearing safety shoes, but the platform surface was oily and had not been cleaned for two days. His employer reported the incident to SOCSO after five days, citing delay in obtaining the medical report. Ahmad later found out that his claim was temporarily rejected due to incomplete documentation.

- (a) Classify the types of SOCSO benefits that Ahmad may be eligible for. (3 marks)
- (b) Examine the responsibilities of the employer in this situation. (12 marks)
- (c) Evaluate how the delay in reporting and missing documents affected Ahmad's claim. (10 marks)

**Question 5**

Ahmad Salleh is a 34-year-old machine operator working in a metal fabrication factory in Selangor. His monthly salary is RM2,400. One morning, Ahmad's hand was injured due to unguarded machinery. He was immediately sent to a government hospital and was given 30 days of medical leave.

Additional information:

Medical expenses paid by SOCSO: RM5,000

Temporary Disablement Benefit (TDB) paid by SOCSO: RM2,400

Overtime paid to replacement workers during Ahmad's absence: RM4,000

Training cost for a temporary worker: RM3,000

Accident investigation and reporting cost: RM2,000

Estimated productivity loss: RM120 per day

Proposed cost to install proper machine guarding: RM10,000

- (a) Calculate the direct costs related to the occupational injury. (4 marks)
- (b) Measure the indirect costs related to the occupational injury. (7 marks)
- (c) Calculate the total occupational injury cost, and explain how it illustrates the Cost Iceberg concept. (6 marks)
- (d) Using a Cost-Benefit Analysis (CBA) approach, determine whether installing the machine guarding is economically justified. (8 marks)

END OF EXAMINATION PAPER

