

**Workmen's Compensation Act  
(CHAPTER 354)**

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**WORKMEN'S COMPENSATION ACT**

**(CHAPTER 354)**

**(Original Enactment: Act 25 of 1975)**

**REVISED EDITION 1998**

**(15th December 1998)**

An Act relating to the payment of compensation to workmen for injury suffered in the course of their employment.

[1st October 1975]

## PART I

### PRELIMINARY

#### Short title

1. This Act may be cited as the Workmen's Compensation Act.

#### Interpretation

- 2.—(1) In this Act, unless the context otherwise requires —

“approved hospital” means a hospital declared to be such under section 14(1);

“Commissioner” means the Commissioner for Labour appointed under section 3 of the Employment Act (Cap. 91), and includes any officer to whom the Commissioner has delegated all or any of the powers conferred or duties imposed upon the Commissioner by this Act;

“dependant”, in respect of a deceased workman, means the wife, husband, parent, grandparent, step-father, step-mother, child, grandchild, step-child, brother, sister, half-brother, half-sister, step-brother and step-sister irrespective of whether that person is actually dependent on the workman's earnings or not and for the purpose of this definition —

(a) the child of a deceased workman shall be deemed to include the illegitimate child of that workman and any child whose adoption by him has been registered under the Adoption of Children Act (Cap. 4); and

(b) the parent of a deceased workman shall be deemed to include the father and the mother of an illegitimate child and the person who has registered the adoption of any child under the Adoption of Children Act;

“domestic servant” means a person employed exclusively in the work or in connection with work of a private dwelling-house and not of any trade, business or profession carried on by the employer in such dwelling-house and includes a gardener or a driver or cleaner of any vehicle licensed for private use;

“earnings” means any wages paid in cash to the workman by the employer and any privilege or benefit which is capable of being estimated in money and includes the value of any food or quarters supplied to the workman by the employer if as a result of the accident the workman is deprived of such food or quarters; and any overtime payments or other special remuneration for work done, whether by way of bonus, allowance or otherwise, if of constant character or for work habitually performed except —

- (a) a travelling allowance;
- (b) the value of any travelling concession;
- (c) a contribution paid by the employer towards any pension or provident fund;
- (d) a sum paid to the workman to cover any special expenses incurred by him by reason of the nature of his employment;

“employer” includes —

- (a) the Government;
- (b) any statutory body or authority;
- (c) the legal personal representative of a deceased employer; and
- (d) in relation to a person employed for the purpose of any game or recreation and engaged or paid through a club, the manager or members of the managing committee of that club,

and where the services of a workman are temporarily lent or let on hire to another person by the person with whom the workman has entered into a contract of service or apprenticeship, the latter shall, for the purposes of this Act, be deemed to continue to be the employer of the workman whilst he is working for that other person;

“injury” includes any condition specified in the Second Schedule;

“medical practitioner” means a medical practitioner registered or exempted from registration under the Medical Registration Act (Cap. 174);

“outworker” means a person to whom articles or materials are given out to be made up, cleaned, washed, altered, ornamented, finished or repaired or adapted for sale in his own home or on other premises not under the control or management of the person who gave out the materials or articles;

“partial incapacity” means, where the incapacity is of a temporary nature, such