# Workplace Safety and Health in Singapore Framework and Approach

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A Great Workforce A Great Workplace

#### A Great Workforce A Great Workplace

VIETNAM

THAILAND

CAMBODIA

MYANMAR



## **About Singapore**

#### **GENERAL & EMPLOYMENT (2010)**





### The Singapore WSH Model





Occupational Safety & Health Division

#### REGULATOR

Policies, Legislation, Compliance Assistance & Enforcement



WSHC
Workplace Safety & Health Council

#### **INDUSTRY PARTNER**

Educating & Engaging Stakeholders, Promoting WSH, Setting Standards



Workplace Safety & Health Institute

#### THINK-TANK

Charting New Grounds for WSH Excellence and Innovation



**Employers** 



**Employees** 



**WSH Professionals** 

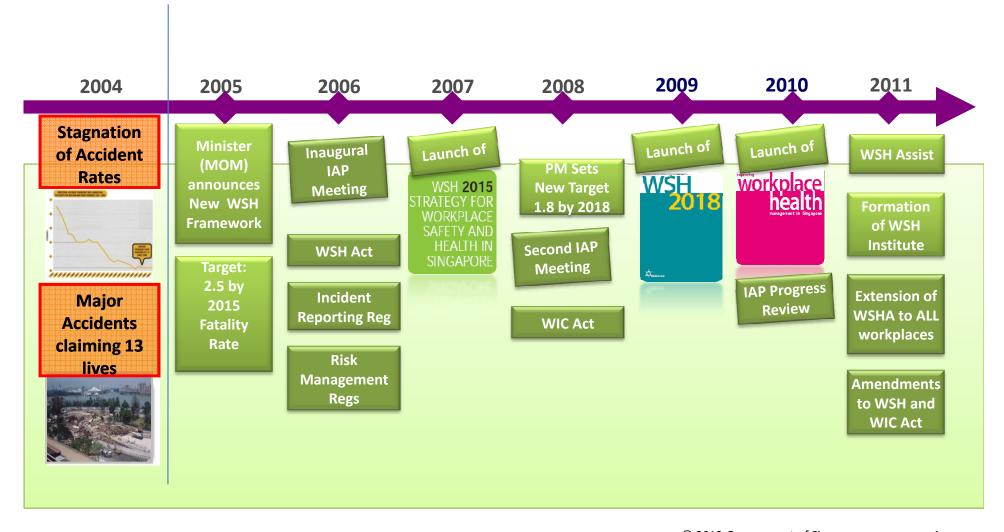


**Industry & Unions** 





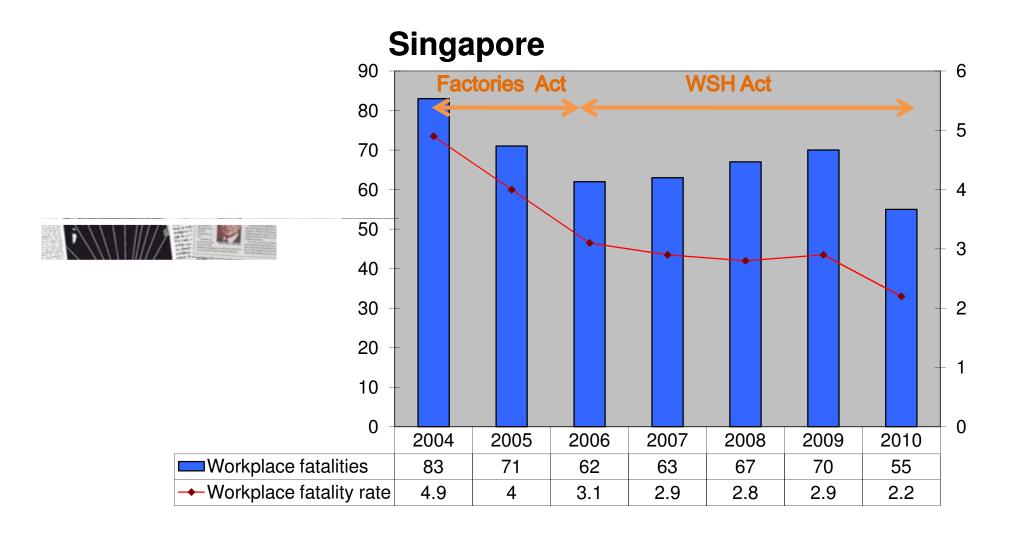
## **Our WSH Journey**





## **Our WSH Journey**

Workplace Fatality Rates (per 100,000 workers) for period 2004 - 2010







## **WSH** statistics in Singapore

#### **WORKPLACE INJURIES & OCCUPATIONAL DISEASES (2010)**

Workplace Fatality Rate (per 100,000 persons employed)		2.2		
Workplace Injury Rate (per 100,000 persons employed)				
Occupational Disease Incidence (per 100,000 persons employed)				
Accident Frequency Rate		1.7		
Accident Severity Rate		87		



## **Workplace Safety and Health Act**

The Workplace Safety and Health Act (WSHA) came into effect on 1 March 2006, replacing the former Factories Act



- From prescriptive to Performance-based.
- Focus on reducing risk at source through Risk Assessment and Risk Management.
- Assign Liability to Duty-holders who are in control of workplace risks.
- Strengthened Personal Liability.
- Enhanced Penalties to reflect the cost of accidents and poor safety management.
- Enhanced Enforcement Powers to deal with systemic weaknesses





### **Extension of WSH Act**

Phase 1: All factories were included in WSH Act

Phase 2: 6 New sectors were added in WSH Act

Phase 3: All workplaces will be covered by WSH Act

#### Phase 2

#### 1st March 2008

- Healthcare Activities
- Veterinary Activities
- Hotels, Restaurants, bars, canteens (F&B)
- Water Supply, Sewerage and Waste Management
- Landscape & Maintenance Services
- Services allied to Transportation of goods

#### Note: WSH (Incident Reporting) Regulations applies to all workplaces since Mar 2006

1,594,400 (~54%)

000

#### Phase 3

#### 1<sup>st</sup> September 2011

- Education
- Public Admin
- Business Services
- Agriculture & Fishing
- Wholesale & Retail Trade
- Finance & Insurance Activities
- Information & Communications
- Arts, Entertainment & Recreation

1,358,000 (~46%)

#### 1st March 2006

- Factories
- Construction
- Shipyards
- Ship in Harbour
- Airport
- Docks, Wharf, etc
- Laboratories



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## **Work Injury Compensation Act**



#### Work Injury Compensation Act (WICA)

came into effect on 1 April 2008, replacing the Workmen's Compensation Act

#### Coverage expanded

#### **Work Injury Compensation Act**

The WICA was reviewed to ensure:

- 1. Continues to safeguard interests of injured employees
- Deters non or delayed payment of compensation by irresponsible employers
- 3. Protects employers against fraudulent claims by errant employees

#### Revisions to Work Injury Compensation Act

- Providing a low-cost, simpler and quicker way to settle compensation claims
- Extending coverage from about 1.2 millions employees to more than 2.3 millions
- Raising the Compensation Quantum
  - E.g. For permanent incapacity, the compensation limit increased from \$147,000 to \$180,000.
- Improving efficiency and effectiveness of compensation process
- Enhancing penalties and offences deterrence against non-payment and fraudulent claims



#### **A National Strategy for**



## **WSH** in Singapore

#### **Vision**

A Safe and Healthy Workplace for Everyone and a Country Renowned for Best Practices in Workplace Safety and Health





**Strategic Outcome 1** 

Reduction in Workplace Fatality And Injury Rates



**Strategic Outcome 2** 

WSH is an Integral Part of Business



**Strategic Outcome 3** 

Singapore is Renowned as a Centre of Excellence for WSH



**Strategic Outcome 4** 

A Progressive and Pervasive WSH Culture



Strategy 1

Build Strong Capabilities to Manage WSH



**Strategy 2** 

Implement an Effective Regulatory Framework



**Strategy 3** 

Promote
Benefits of WSH
and Recognise
Best Practices



**Strategy 4** 

Develop
Strong Partnerships
Locally and
Internationally

## MINISTRY OF MANPOWER

# Strategy 1: Build Strong Capabilities to Manage WSH

- Driven primarily by the WSH Council
- Wide-ranging efforts
  - Enhancing competencies for WSH professionals
  - Developing competency-based training for all levels
  - Enhancing capabilities of SMEs through bizSAFE
  - Seminars, guidelines, technical advisories and other publications





























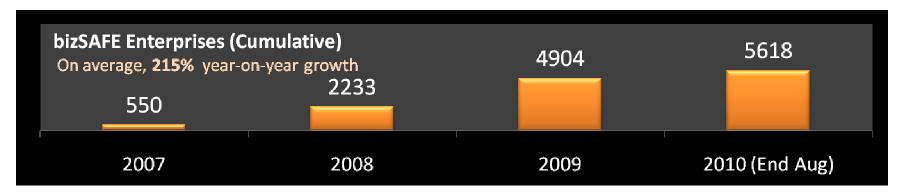






#### **Risk Management**

- Expanding the Participation in bizSAFE
  - Increasing number of participating companies as bizSAFE enterprises



#### **New WSH Professional Framework**







#### **Practical Assistance**

# Approved Code of Practice (ACOP)

Set out standards or preferred work practices that industry practitioners are expected to adopt when managing workplace risks. Any Code of Practice issued directly by the WSHC would, by default, undergo official processes to be approved as an ACOP.



#### **Guidelines (GL)**

Provides guidance and advice on WSH programmes.







#### **Technical Advisories (TA)**

Provides detailed guidance on issues that are technical in nature or where engineering & scientific knowledge are necessary.

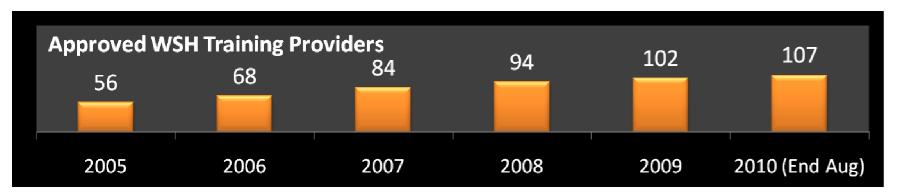




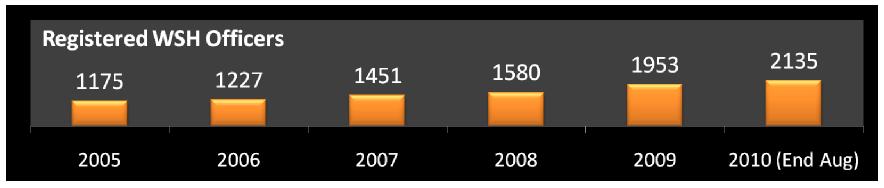


#### **Expanding Singapore's WSH Ecosystem**

#### Approved WSH Training Providers



#### Registered WSH Officers







## Safety Compliance Assistance Visits (SCAVs)

A new initiative under the National WAH Taskforce supported by MOM and Workplace Safety & Health Council.



#### Objectives of SCAV:

- Compliance assistance: Enhance safe Working at Heights conditions and practices by identifying safety lapses through offering professional advice
- <u>Raise awareness of safe Working at Height of supervisors and workers</u> through site demonstration of proper Personal Protective Equipment usage and dissemination of promotional materials and guidelines





## **Strategy 2: Effective Regulatory Framework**

#### **REGULATORY FRAMEWORK**

#### **Flagship Programmes**

#### **ProBE**

Targeting where it matters

#### **BUS**

"Bad boys club"

# Accident Invest<sup>n</sup>

Uncovering the cause/s of accident

# Complaint Invest<sup>n</sup>

"Leveraging on the eyes and ears on the ground"

#### **Enablers**

## Strengthening Operational Capabilities:

- Core and specialised
   Inspector's Training &
   Development
- Engagement / Inspection protocol for new sectors

Joint framework with SCDF/NEA and other agencies to better manage risks (e.g. the oil/process industry)

#### **COPS**

Cluster Operations geographical

#### **Ex SWIFT**

**Prompt & Rapid Operations** 

#### **OM & IH Surveillance**

Workplace Health / Ind Hygiene inspections

#### **Mechanism**

#### **Inspect / Investigate / Engage / Licence**

"We use the stick, carrot & whole lot of talking"

- Licence / Permit
- Advisory Letter
- Warning Letter
- Notice of Non-Compliance (NNC)
- Composition Fine (CF)
- Stop Work Order (SWO)
- Remedial Order (RO)
- Legal Prosecution
- Demerit Points
- Leveraging on Media





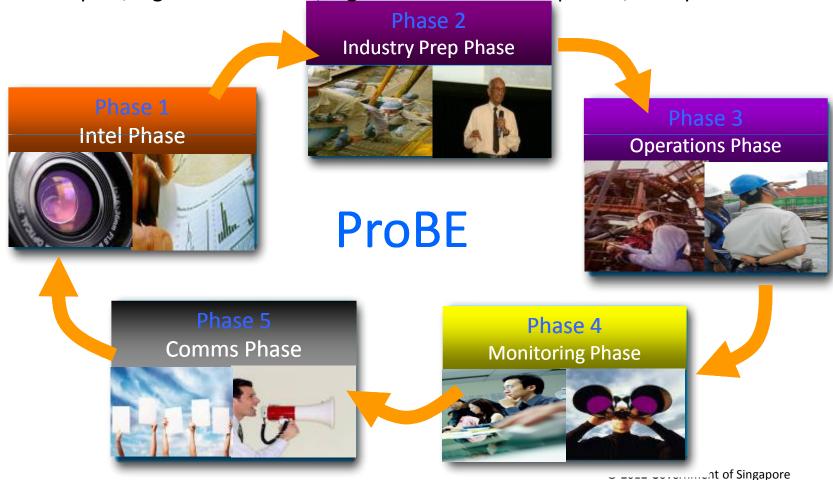






#### **Targeting where it matters**

hotspots, high risk industries, high accident rate workplaces / occupations

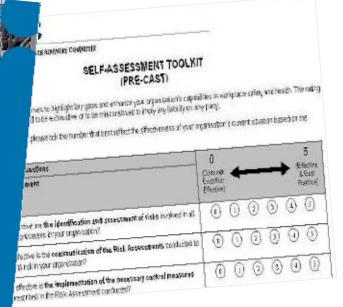








Sharing Resources/
Setting the expectation...





2 UPFRONT

H CONTINUED FROM PAGE ONE

#### Safety push zooms in on scaffolds

steel and put together with metal joints, and with wood-en planks as working platirms — are set up to pro-ride access to high and hard to reach places like the exter-nal surfaces of buildings and ships. Workers climb on them to carry out funds works like painting, welding, or even jest charging a light

hith.

The Manpower Almatry, which regulates workplace sariety and carries out impections, way pourly bull scal holds are a key problem. One in four scaffolds that its inin four confroits that its in-spection checkad in the last on storals use minoring the guard rath required to keep workers from heling. There are also careless workers who do not attach their beensuses to the scat-

fields, a requirement for everyone working above a height of Jin. In construction, about 80

per cent of scaffold deaths resulted after the workers fell themselves, and the rest were due to scaffolds collaps. ing, in shipperds, all the fatal falls occurred after workers

Baon Khoon said: "One of the main problems is that workers don't learn how to take case of themselves

properly
Even when they have barraness, seens workers lost back them on anywhere to streed of at the proper anchor pounts, which are designed to take their weight when they

Fig."

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In the Committee of the

And the training stiff goes beyond the legal re-quirement of a five-day then-ty care practical course at-certifual maining schools this on Industry



CARELESS: White poorly built scaffolds — such as those missing the guard raits required to keep workers from falling — are a key pr ach their harmesses to the structures, a requirement for everyone working above a height of form, there are also workers who do not attach their hard

profession, and classroom aibility of all staff, not just correct don't gove workers suppleyers, and also enables enough sense of the heights. heavier possities to be imstreety action to the insignative year of the property of the year old, who spent has time leavy sown at the transitive years at the transitive years at the transitive years at the transitive years at the years of the years of

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when a staffold at a Changi construction site collapsed, killing a 19-year-old tension spector and injuring eight

tions showed that the straps

#### MAJOR CAUSE OF WORKSITE DEATHS

Falls from scaffolds caused the death of nearly one in every 10 construction workers in the last four years. while 13 per cent of marine workers who died perished the same way.

pliedged to raise Singapore's workplace safety standards—the Manpower Ministry in-to the level of the topmost—spectors visited 56 scatfold workers die here each year, doubte the monther in the safest countries like Britain and orders

sites and issued 312 firms for infringements, totalling \$64,500. Four of these sites were slapped with stop work

Just there weeks after the lesseess. A new law, the Workshow safety law came in "Screetimes, workers by lake a shert cathy taking a what to do." he is place Safety and Health Act, fince, the first major work to take a shert cathy taking a way put in place, this March place, accident occurred plank-from a scalled to use therefore many

Over 11 days but month, who accually use the scal-be Manpower Ministry in- fields: namely the main confractors and their working Main contractor Kenly Construction's sensor project manager Mr T.J. Choo sailed

were due to workers' care-

makes the scaffold do ous in me," he said, double, but several we

Last December, atogether to act up the 2 and Scatterd Industry rection to raise the indu safety standards

Its president, Mr. Ton, the director of 2 Scatfolding and Seri said the group has been signing up remained an has about 50 member quarter of the industry

Its first innior activ a seminar to help in players undestand the approach taken by the Manpower Ministry

musicoer of workplace by and health Ho Son spoke of the sections a led the fact that the initself was faling the le-"It's more effective

how post accidents at his firm. Stratts Three afterway Leveraging on media to maximise exposure so as to raise awareness

# 人力部突击11工地 揪出29项安全违例

这是人力部至今展开的规模最大、最密集的工 地夜间检查行动,遭突击的工地包括滨海湾金 沙、圣淘沙名胜世界、滨海湾金融中心和F1赛 车道等。

#### 杨荣发 报道

人力部到11个建筑工地展开夜 间突击,对两个综合度假胜地以及 E1 套谱 共发现20纪末反杂合条

被罚款。每个违规项目,可被罚款 500至5000元。

在突击行动中。稽查员发现这 些工地的安全措施都出现漏洞。 最为普遍的商品是工作的组不足

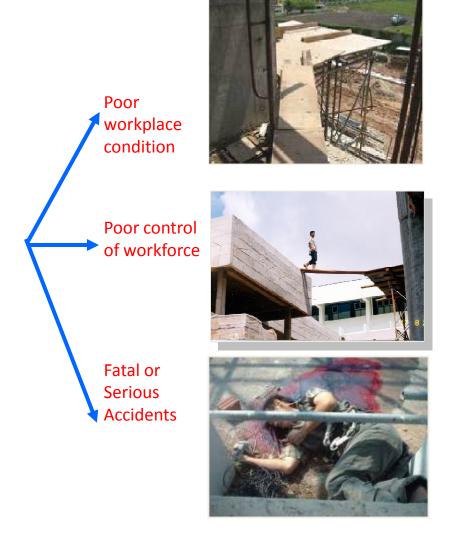
开后, 我们很高兴承包商都积极采 纳人力部的建议。对连规的地方进 行改善。必须提醒的是,建筑工地 在赶工时,也必须时刻遵守职场安 全的条例。对于那些知法犯法,把 工友的生命安全置于不顾的人,人 力部将会对他们采取严厉的行动, 包括控上法庭。

工作场所安全及卫生理事会 (建筑与园林设计)委员会主席叶吉 A server of store, to store struck, building



## **Business under Surveillance (BUS)**

- Purpose of Surveillance is to engage the "company of interest" through <u>systemic intervention</u> so as to prevent incidents and improve the company's WSH management and performance.
- Close monitoring / enforcement / engagement to influence the company to establish and sustain an effective system of controls to manage operational risks through a clear and effective BUS action plan.

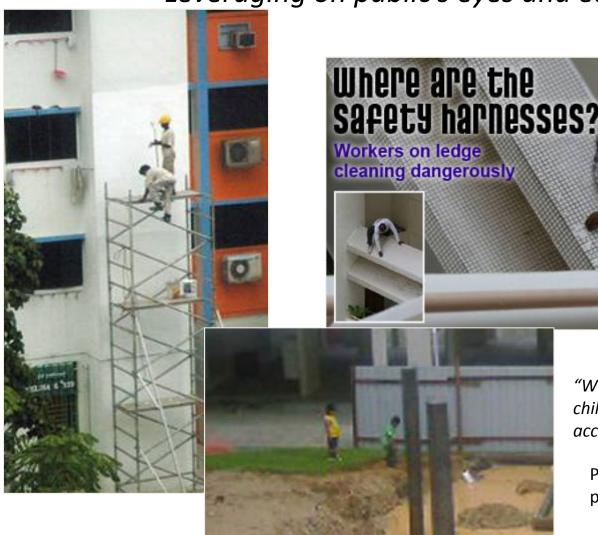


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## **Complaint Investigation**

"Leveraging on public's eyes and ears"



"What happens if one of the children gets injured? It's an accident waiting to happen."

Photos taken by members of public sent via email / MMS

#### MOM Safety Hotline:

63171111



## **Cluster Operations**

• Workplace inspection programme in which specific clusters of workplaces are selected over a specified period of time.

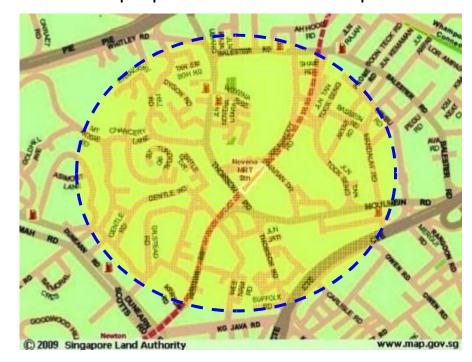
Selected worksites within cluster are notified prior to inspection

 Guidelines, technical advisories and compliance assistance tools would also be provided to assist companies in their preparation for the workplace

inspections.

#### **Desired Outcome:**

Employers will put in the necessary effort to improve their WSH conditions prior to our selective inspections.







## **Complementing with External Capacity**

## Auxiliary Enforcement Agency (AEA)

#### **Extending Reach**



Auxiliary Enforcement Agency (AEA) to complement our enforcement presence at more workplaces and to support the extended coverage of the WSH Act to all workplaces

# <u>Extending Depth – "Targeting where</u> <u>it matters"</u>

✓ <u>OSHD's</u> resources <u>will continue</u> to be deployed strategically at <u>higher</u> and <u>medium</u> <u>risk</u> areas that require greater intervention







## **Updating Rules**

#### **CONSTANT REVIEW OF WSH LEGISLATIVE FRAMEWORK**

2006	2007	2008	2009	2010	2011
WSH Act		WSH Act (Amendment) to include 6 new sectors			WSH Act (Amendment) to include all workplaces
WSH (General Provisions) Regulations	WSH (Construction) Regulations	Work Injury Compensation Act	WSH (Confined Spaces) Regulations	WSH (SHMS) & Auditing) Regulations	WSH (General Provisions) Regulations
WSH (Incident Reporting) Regulations		WSH (Registration of Factories)		Work Injury Compensation (Insurance) Regulations	WSH (Noise) Regulations
WSH (Risk Management) Regulations		WSH (Shipbuilding & Ship-Repairing) Regulations			WSH (Medical Examinations) Regulations



# Strategy 3: Promote Benefits of WSH and Recognize Best Practices















#### **National WSH Campaign**







#### **WSH Awards**















# **Strategy 4: Develop Strong Partnerships Locally and Internationally**

#### **National**







#### **International**





### **Construction Sectoral Plan**

#### **TARGETS**

CONSTRUCTION O

#### Where We Stand

•Fatality rate: 8.1

•Injury rate: 741

#### **Target**

•Fatality rate: <3.4</p>

•Injury rate: <390

#### **Target**

•Fatality rate <1.8

•Injury rate: <200



IMPLEMENTING
WSH 2018
FOR THE CONSTRUCTION
SECTOR IN SINGAPORE
TOWARDS APPOSEDSED AND

2009

2013

2018

#### **4 STRATEGIES**

Building strong capabilities to better manage WSH

Developing a performance based regime

Promoting benefits of WSH & integrating WSH into business

Creating & building partnerships



### **Marine Sectoral Plan**



#### **TARGETS**



#### Where We Stand

- •Fatality rate: 11.1
- •Injury rate: 417

#### **Target**

- Fatality rate: <4.6
- Injury rate: < 200

#### **Target**

- Fatality rate: <1.8
- Injury rate: <100



2009

2013

2018

#### **4 STRATEGIES**

Driving implementation of effective RM

**Enhancing WSH** capability building

Developing and implementing intervention programmes

Strengthening stakeholder's involvement in WSH





## **Workplace Health Strategy**

#### **TARGETS (By 2018)**

- OD Incidence: <25.9 cases per 100,000 employed persons
- NID cases: <472 cases</li>
- Chemical-related illnesses: <68 cases</li>
- ≥ 95% of workplaces inspected to have implemented WH hazard management programmes in compliance with legislative requirements



#### **4 STRATEGIES**

Implementing
Targeted
Intervention
Programmes

Monitoring and Intelligence Gathering

Research and Standards Development

**Promotion of Good Practices** 



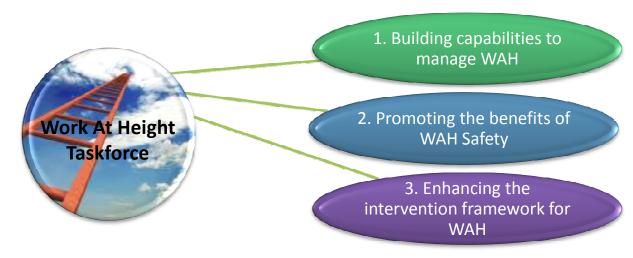


## Work At Height (WAH) Taskforce



#### **TOR FOR WAH TASKFORCE**

- •Provide industry leadership & work with MOM & WSHC to make recommendations to improve the safety of crane operations;
- •Provide **industry inputs** when developing the implementation plans for recommendations;
- •Garner **buy-in & support from industry** for effective implementation of the recommendations to reduce fatalities & injuries involving incidents; and
- •Represent as **industry spokesperson** at relevant engagement events





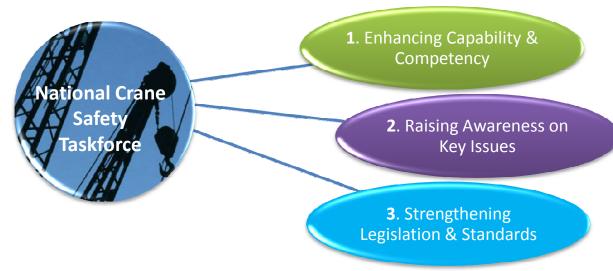


## **Crane Safety Taskforce**



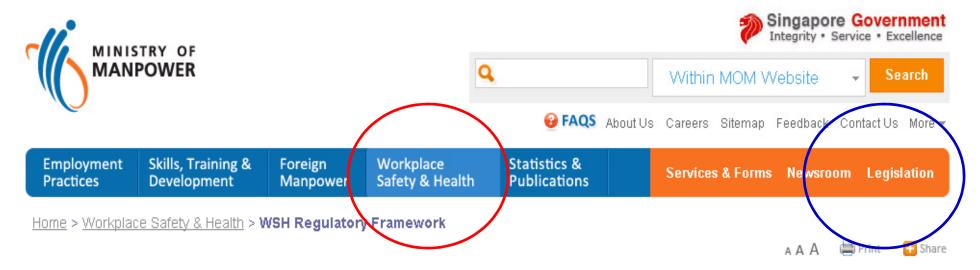
#### **TOR FOR CRANE SAFETY TASKFORCE**

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#### **WSH Resources**

You can access to more information on MOM's new initiatives and programmes by visiting our webpage at <a href="http://www.mom.gov.sg/oshd">http://www.mom.gov.sg/oshd</a>





# The Workplace Safety & Health Act: What it covers

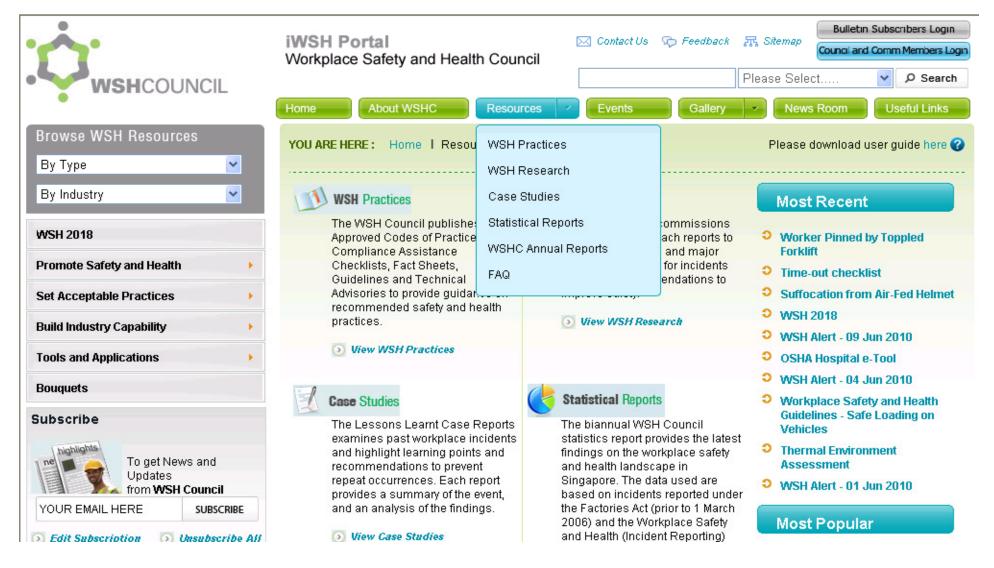
The Workplace Safety and Health Act (WSHA) is an essential part of the Workplace Safety and Health framework. The Act has four key features:

1. It places the responsibility for workplace safety on all

# READ ALSO The Workplace Safety & Health Council International Advisory Panel for Occupational Safety & Health

#### **WSH Resources**

You can access to more information on WSH Council's new WSH initiatives and programmes by visiting its webpage at <a href="http://www.wshc.gov.sg">http://www.wshc.gov.sg</a>



#### **WSH Resources**

# Subscribe to our FREE WSH Bulletin for instant updates on hottest local and international WSH news and happenings







### **End of Presentation**



# Thank You

