Workplace Safety and Health in Singapore
Framework and Approach

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About Singapore

GENERAL & EMPLOYMENT (2010)
Land Area 710 sq km
Total Population 5,076,000
Employment 3,310,000

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The Singapore WSH Model

Progressing WSH in Singapore

**OSHD**
Occupational Safety & Health Division

**WSHC**
Workplace Safety & Health Council

**WSHI**
Workplace Safety & Health Institute

**REGULATOR**
Policies, Legislation, Compliance Assistance & Enforcement

**INDUSTRY PARTNER**
Educating & Engaging Stakeholders, Promoting WSH, Setting Standards

**THINK-TANK**
Charting New Grounds for WSH Excellence and Innovation

Employers

Employees

WSH Professionals

Industry & Unions

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Our WSH Journey

- 2004: Stagnation of Accident Rates
- 2005: Minister (MOM) announces New WSH Framework
- 2006: Inaugural IAP Meeting
- 2007: Launch of WSH 2015 Strategy for Workplace Safety and Health in Singapore
- 2008: PM Sets New Target 1.8 by 2018
- 2009: Launch of WSH Assist
- 2010: Launch of WSH Institute
- 2011: WSH Act
- Extension of WSHA to ALL workplaces
- Amendments to WSH and WIC Act
- Formation of WSH Institute
- IAP Progress Review
Our WSH Journey

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

Singapore

<table>
<thead>
<tr>
<th>Year</th>
<th>Workplace Fatalities</th>
<th>Workplace Fatality Rate</th>
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</thead>
<tbody>
<tr>
<td>2004</td>
<td>83</td>
<td>4.9</td>
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<tr>
<td>2005</td>
<td>71</td>
<td>4.0</td>
</tr>
<tr>
<td>2006</td>
<td>62</td>
<td>3.1</td>
</tr>
<tr>
<td>2007</td>
<td>63</td>
<td>2.9</td>
</tr>
<tr>
<td>2008</td>
<td>67</td>
<td>2.8</td>
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<tr>
<td>2009</td>
<td>70</td>
<td>2.9</td>
</tr>
<tr>
<td>2010</td>
<td>55</td>
<td>2.2</td>
</tr>
</tbody>
</table>
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)  411
- Occupational Disease Incidence (per 100,000 persons employed)  17.2
- 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 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

**Phase 3**
- 1st September 2011
- Education
- Public Admin
- Business Services
- Agriculture & Fishing
- Wholesale & Retail Trade
- Finance & Insurance Activities
- Information & Communications
- Arts, Entertainment & Recreation

**Phase 1**
- 1st March 2006
- Factories
- Construction
- Shipyards
- Ship in Harbour
- Airport
- Docks, Wharf, etc
- Laboratories

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

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

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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
2. 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

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**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

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**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
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
Build strong capabilities to better manage WSH

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

<table>
<thead>
<tr>
<th>bizSAFE Enterprises (Cumulative)</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010 (End Aug)</th>
</tr>
</thead>
<tbody>
<tr>
<td>On average, 215% year-on-year growth</td>
<td>550</td>
<td>2233</td>
<td>4904</td>
<td>5618</td>
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</table>

New WSH Professional Framework

<table>
<thead>
<tr>
<th>WSH Professionals trained under WSH Professional Framework (Cumulative)</th>
<th>2008</th>
<th>2009</th>
<th>2010 (End Aug)</th>
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<tr>
<td>WSH Representatives</td>
<td>255</td>
<td>618</td>
<td>1008</td>
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<tr>
<td>WSH Coordinators</td>
<td>23</td>
<td>521</td>
<td>973</td>
</tr>
<tr>
<td>WSH Officers</td>
<td></td>
<td>591</td>
<td>815</td>
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<tr>
<td>WSH Auditors</td>
<td></td>
<td>151</td>
<td>227</td>
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</table>
Build strong capabilities to better manage WSH

**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.

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Build strong capabilities to better manage WSH

Expanding Singapore’s WSH Ecosystem

• Approved WSH Training Providers

<table>
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<th>Year</th>
<th>Number</th>
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<td>2005</td>
<td>56</td>
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<td>2006</td>
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<td>2008</td>
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<tr>
<td>2009</td>
<td>102</td>
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<td>2010 (End Aug)</td>
<td>107</td>
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• Registered WSH Officers

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<thead>
<tr>
<th>Year</th>
<th>Number</th>
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</thead>
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<td>2005</td>
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<td>1953</td>
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<td>2010 (End Aug)</td>
<td>2135</td>
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Build strong capabilities to better manage WSH

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
• Raise awareness of safe Working at Height of supervisors and workers through site demonstration of proper Personal Protective Equipment usage and dissemination of promotional materials and guidelines
Strategy 2: Effective Regulatory Framework

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)

Flagship Programmes

<table>
<thead>
<tr>
<th>ProBE</th>
<th>BUS</th>
<th>Accident</th>
<th>Complaint</th>
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<tbody>
<tr>
<td>Targeting where it matters</td>
<td>“Bad boys club”</td>
<td>Uncovering the cause/s of accident</td>
<td>“Leveraging on the eyes and ears on the ground”</td>
</tr>
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</table>

COPS

Ex SWIFT

OM & IH Surveillance

Cluster Operations geographical

Prompt & Rapid Operations

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

Tools

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Targeting where it matters

- hotspots, high risk industries, high accident rate workplaces / occupations
A Great Workforce
A Great Workplace

Compliance Assistance

Sharing Resources/
Setting the expectation...
Heightened Awareness

Leveraging on media to maximise exposure so as to raise awareness
A Great Workforce  A Great Workplace

Business under Surveillance (BUS)

- Purpose of Surveillance is to engage the “company of interest” through **systemic intervention** 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**.
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.

**Extending Depth** – “Targeting where it matters”
- OSHD’s resources will continue to be deployed strategically at higher and medium risk areas that require greater intervention.
### Constant Review of WSH Legislative Framework

<table>
<thead>
<tr>
<th>Year</th>
<th>WSH Act</th>
<th>WSH Act (Amendment) to include 6 new sectors</th>
<th>WSH (Confined Spaces) Regulations</th>
<th>WSH (SHMS) &amp; Auditing) Regulations</th>
<th>WSH Act (Amendment) to include all workplaces</th>
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<td>WSH (General Provisions) Regulations</td>
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<td>2007</td>
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<td>WSH (Confined Spaces) Regulations</td>
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<td>WSH (General Provisions) Regulations</td>
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<td>2011</td>
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- **WSH Act (General Provisions) Regulations**
- **WSH (Construction) Regulations**
- **Work Injury Compensation Act**
- **WSH (Confined Spaces) Regulations**
- **WSH (SHMS) & Auditing) Regulations**
- **WSH Act (Amendment) to include all workplaces**
- **WSH (Incident Reporting) Regulations**
- **WSH (Registration of Factories) Regulations**
- **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
Strategy 4: Develop Strong Partnerships Locally and Internationally

National

WSH Council

Government

WSH Professionals

Industry & Unions

Employer

Employees

International

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Construction Sectoral Plan

TARGETS

Where We Stand
- Fatality rate: 8.1
- Injury rate: 741

2009

Target
- Fatality rate: <3.4
- Injury rate: <390

2013

Target
- Fatality rate <1.8
- Injury rate: <200

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

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Marine Sectoral Plan

Where We Stand
- Fatality rate: 11.1
- Injury rate: 417

2009

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

2013

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

2018

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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
- Chemical-related illnesses: <68 cases
- ≥ 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

• 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 crane incidents; and
• Represent as *industry spokesperson* at relevant engagement events

8 FATALITIES AND 21 DANGEROUS OCCURRENCES IN 2009
2 FATALITIES AND 9 DANGEROUS OCCURRENCES IN 2010 (END AUG)

1. Enhancing Capability & Competency
2. Raising Awareness on Key Issues
3. Strengthening Legislation & Standards
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...
Working Safely at Height

Working at height is inherently hazardous, with falling from height and being struck by falling objects being the two leading incidents in such work. Unsafe conditions and inadequate attention on working at height may result in fatalities and serious injuries. To ensure that work at height is made safe, some of the measures to be taken include:

1. **Conduct risk assessment**: To ensure safe operations, thorough risk assessment and careful planning are required before commencement of work. Through the use of effective control measures, it is possible to remove or minimise the hazards of working at height.
End of Presentation

Thank You