



Workplace Safety and Health Awards 2026
Culture of Acceptance, Respect and Empathy
(CARE) Awards
Application Guidelines

Table of Contents

<i>About the Culture of Acceptance, Respect and Empathy (CARE) Awards</i> _____	3
<i>Criteria</i> _____	3
<i>Evaluation</i> _____	4
<i>Interview</i> _____	4
<i>Disqualification</i> _____	4
<i>Application Process</i> _____	5
<i>Application Submission</i> _____	5
<i>Important Dates</i> _____	5
<i>Part 1: Company's Details</i> _____	6
<i>Part 2: Workplace Mental Well-being Initiatives</i> _____	9
<i>Part 3: Evidence-Based Assessment</i> _____	10
<i>Terms and Conditions</i> _____	12

About the Culture of Acceptance, Respect and Empathy (CARE) Awards

This Award recognises companies that have adopted exemplary mental well-being practices in their workplaces, and highlights them as employers of choice.

Criteria

The criteria below represent the minimum conditions required to qualify for the award. Fulfilling them will not automatically result in an award.

The Award Panel will select award recipients based on their ranked WSH performance and achievements, and all decisions are final. In addition, the Award Panel reserves the right to confer only one award on companies with multiple but identical applications, unless outcomes or achievements cited vary.

Qualifying Period: 1 January 2025 to 31 December 2025

Eligibility Criteria

1. No [workplace accident](#) across all worksites, that led to fatality and [major injury](#).
2. No breach¹ of WSH and labour matters in the company.
3. Applicant must have an established workplace mental well-being policy and system.
4. Applicant must be subscribed to the Ministry of Manpower's [WSH alert service for WSH Incident Reporting](#).
5. Applicant must be a member of the Well-being Champions Network.
6. Applicant must have completed the iWorkHealth assessment and be actively engaged in at least one WSH Council programme or initiative, such as bizSAFE or Total WSH.

¹ Includes Stop Work Order, Business Under Surveillance Programme, more than two composition fines (or fines exceeding \$4,000) including health-related offences from MOM Occupational Safety and Health Division, demerit points and WSH-related investigations, conviction or prosecution (including pending cases) with regard to workplace and labour matters under the [Workplace Safety and Health Act and Employment Act](#). Excludes COVID-19 related matters.

Evaluation

All supporting documents, records, and data will be verified and assessed.

Interview

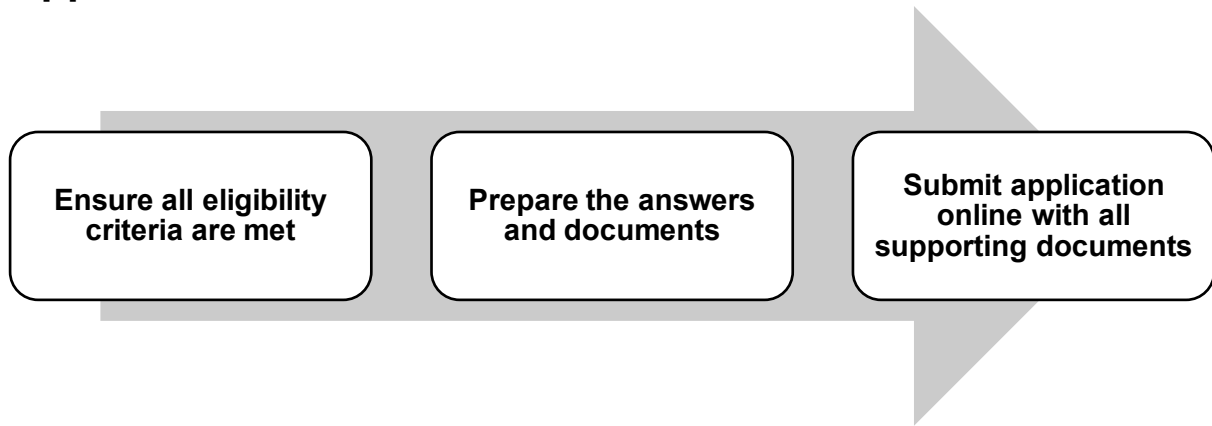
Shortlisted applicants will be required to attend an interview session to present their workplace mental well-being practices to a panel of judges. The interview sessions will take place between May and June 2026.

Disqualification

An application may be disqualified if any of the following occurs **before** the announcement of results in **September 2026**:

- a) A [workplace accident](#) resulting in a/ an:
 - Fatal accident;
 - [Major injury](#) accident;
 - Dangerous Occurrence (DO); and/ or
 - Infringement of [legislation under MOM's purview](#).
- b) The application contains inaccurate, false or misleading supporting documents, records or data, or if there is adverse reporting in the media pertaining to the applicant's WSH performance.
- c) An applicant withdraws or amends its [WSH Incident Report](#) and/ or an ongoing work injury claim during the period of application. An investigation will be conducted before the application can continue to be considered.

Application Process



Before submitting an application, please ensure all [eligibility criteria](#) are met and prepare the following:

[Part 1](#): Company's Details

[Part 2](#): Workplace Mental Well-being Initiatives

[Part 3](#): Evidence-Based Assessment

Application Submission

[Click here](#) to submit your application.

Important Dates

Qualifying Period:	1 January 2025 – 31 December 2025
Application Submission Deadline: (with all supporting documents submitted)	8 April 2026
Awards Ceremony:	September 2026 (TBA)

Part 1: Company's Details

Company name as per UEN	<i>(The same company name will be printed on the trophy or certificate)</i>
Unique Entity Number (UEN)	<i>(All injuries reported under this UEN number will be taken into consideration)</i>
Company address	
SSIC Code	<i>(Visit www.bizfile.gov.sg to retrieve)</i>
Industry	<ul style="list-style-type: none"> <input type="radio"/> Accommodation & Food Service Activities <input type="radio"/> Administrative & Support Service Activities <input type="radio"/> Chemical <input type="radio"/> Construction <input type="radio"/> Health & Social Services <input type="radio"/> Manufacturing <input type="radio"/> Marine <input type="radio"/> Professional, Scientific & Technical Activities <input type="radio"/> Real Estate Activities <input type="radio"/> Transportation & Storage <input type="radio"/> Wholesale & Retail Trade <input type="radio"/> Others: _____
Primary work activity	
Is your company an SME ² ?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Total workforce	
Is your company a member of the Well-being Champions Network ?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Did your company use iWorkHealth in the past year?	<input type="checkbox"/> Yes <input type="checkbox"/> No Submit your iWorkHealth company-wide report.

² Definition of an SME: Either has a group employment of fewer than 200 employees or group annual sales turnover of less than \$100 million.

Contact Persons' Details

Contact Person	Salutation: Name: Designation: Contact Number: Email Address:
Alternative Contact Person	Salutation: Name: Designation: Contact Number: Email Address:

Senior Management's Details

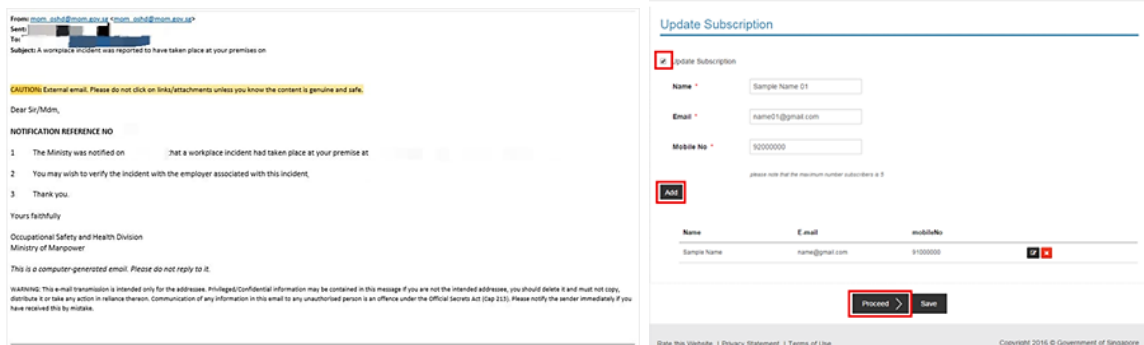
(Note: The application outcome will be sent to the Senior Management and Contact Persons listed above.)

Senior Management	Salutation: Name: Designation: Contact Number: Email Address:
-------------------	---

Subscription to the Ministry of Manpower's WSH Alert Service for WSH Incident Reporting

All applicants are required to be subscribed to the [WSH alert service for WSH Incident Reporting](#). As a workplace occupier, you will be informed of injuries, accidents, and unsafe conditions at your workplace.

Please submit a screenshot of your subscription as part of your supporting documents. See below for examples:



Acknowledgment

By submitting this form as part of my application for the WSH Awards,

- I acknowledge that the decision of the Award Panel is final, and appeals will not be considered.
- I agree to be bound by the Award Panel's decision, which is made at their sole discretion based on the established criteria and judging guidelines.

Part 2: Workplace Mental Well-being Initiatives

The initiatives listed below are not mandatory and serve as examples. Applicants with more comprehensive mental well-being measures will be assessed more favourably.

Please answer the following questions and submit all supporting documents.

Has your company has adopted Total WSH ?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Has your company implemented a structured peer support system?	<input type="checkbox"/> Yes <input type="checkbox"/> No
<p>Have all your company's Peer Supporters undergone any one of the below Peer Support trainings?</p> <ul style="list-style-type: none"> • Well-being First Responder: Psychological First Aid (previously known as "Level 1 Well-being First Responder") programme offered by the Well-being Champions Network • WSQ-Certified Training in Peer-to-Peer Mental Well-being Support at Work offered by NTUC LearningHub • Certificate in Peer Support offered by Social Service Institute under the National Council of Social Service • Others (Please indicate) 	<input type="checkbox"/> Yes <input type="checkbox"/> No
Has your company formally appointed a Workplace Mental Well-being Champion and joined the Well-Being Champions Network ?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Has your company signed up for an action planning workshop to address the identified gaps, after receiving the iWorkHealth (or equivalent) report?	<input type="checkbox"/> Yes <input type="checkbox"/> No

Part 3: Evidence-Based Assessment

a) Please answer the following questions and submit all supporting documents. Your submission should adhere to the following specifications:

- Font: Arial, size 11
- Line spacing: 1.5
- Maximum length: Three (3) pages

Workplace Mental Well-being Initiatives

1. Describe the mental well-being support initiatives that your company has in place (e.g., training, subsidies, access to counselling, peer support, employee benefits).
2. Beyond the above initiatives, share how your company fosters a culture of psychological and emotional safe space, and integrates it into the broader company culture.
3. Describe how your company regularly monitors the effectiveness of your mental well-being initiatives and acts to improve the identified gaps. Include a sample of the tool (e.g. iWorkHealth), results of past two years, and action plans to improve the identified gaps.
4. Describe how the identified gaps and improvement plans are communicated to your management, employees, and external stakeholders.
5. Cite tangible benefits (e.g. improved productivity, revenue, output, reduced staff attrition) resulting from the improvement plans implemented.

Employees' Contributions

6. List the names and designations of employees who have contributed significantly to your company's mental well-being journey. Describe their roles.

- b) Please list your company's initiatives and achievements over the past three years (including qualifying year). You are encouraged to provide examples of successful identification and resolution of workplace stressors that resulted in improved employees' mental well-being.

Please provide specific examples and quantifiable results to demonstrate the impact of your initiatives on overall workplace mental well-being. Preference will be given to results related to psychosocial risk mitigation, such as improved WSH indicators, reduced incidence of workplace stress, or qualitative feedback from peer support groups.

Please also state your company's participation in relevant WSH Council programmes or initiatives (e.g., bizSAFE, Total WSH).

Initiatives and achievements listed should be in point form.

Year	Initiatives	Achievements
2025		
2024		
2023		

Terms and Conditions

By submitting an application, the applicant is deemed to have read and understood the terms and conditions.

- All applications must be fully completed and submitted via the WSH Council's online platform by the submission deadline. Late, incomplete, mislaid and undelivered applications will not be considered, and the WSH Council shall not be responsible or liable for such applications.
- Applications submitted via email, postal or delivery services will not be accepted.
- The WSH Council reserves the right to reject any application without explanation or notice.
- The WSH Council reserves the right to disqualify any application not accompanied by the appropriate or correct supporting documents or any application deemed to be inaccurate, false, or misleading.
- Applicants are deemed to have given consent for their details to be shared with third parties, inclusive but not limited to, judges, representatives of the respective industry associations, and appointed vendors.
- Applicants will be notified of the outcome via email by end August 2026. The WSH Council's decision shall be final.
- Award recipients will be officially announced during the Awards ceremony in September 2026.
- The WSH Council will produce a media and publicity campaign highlighting the Awards, Award categories and recipients. All recipients consent to the WSH Council's exclusive right, including through its appointed vendors acting on its behalf, to use submitted content, images, and videos for the promotion of the Awards. In addition, all recipients consent to their exemplary WSH management systems and initiatives being featured in media materials. Select recipients may be approached to speak at WSH-related events organised by the WSH Council and/ or its partners.
- All recipients grant the WSH Council the exclusive right to use and reproduce their names, trademarks, and company logos for pre-event, onsite and post-event marketing of the Awards.
- The WSH Council reserves the right to amend these terms, the judging panel, the Awards, and/ or the Awards ceremony at its own discretion, at any time, and without notice.