



**Workplace Safety and Health Awards 2025**

**WSH Performance Awards  
Application Guidelines**

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## About the WSH Performance Awards

This Award recognises companies that have achieved excellent WSH performance, with exemplary safety and health management systems and stellar practices, to safeguard their employees and contractors.

There are three types of WSH Performance Awards: Excellence, Gold and Silver Award.

Type of Award	Description
<b>Excellence</b>	To be shortlisted for evaluation, applicant must be a recipient of the Gold Award for three or more years consecutively.
<b>Gold</b>	To be shortlisted for evaluation, applicant must be a recipient of the Silver Award for three or more years consecutively.
<b>Silver</b>	Good safety and health performance and systems.

## Criteria

The criteria below represent the minimum conditions required to qualify for the award. Fulfilling them will not automatically equate to the applicant being awarded.

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

### Qualifying period: 1 January 2024 to 31 December 2024

#### Entry Criteria

- Company with:
    - No fatal or [major](#) injury
    - No dangerous occurrence
    - No breach<sup>1</sup> in WSH and labour matters
- No minor injury → No minimum manhours required  
 With minor injury →
  - Minimum 1.5 million manhours
  - Lower than industry injury rate

Industry	Qualifying Injury Rate (per 100,000 workers)
Construction	605
Manufacturing	873
Marine	706
Transportation & Storage	572
Accommodation & Food Services Activities	1,011
Administrative & Support Service Activities	553
Health & Social Services	1,324
Professional, Scientific & Technical Activities	232
Real Estate Activities	468
Wholesale & Retail Trade	255
Other Industries	320

- Company has completed/ attained the relevant [checklists or certifications](#) specific to industry.
- Company is subscribed to the Ministry of Manpower's [WSH alert service for WSH Incident Reporting](#).
- Company must not have applied for the bizSAFE Enterprise Exemplary Award.

<sup>1</sup> Includes Stop Work Order, Business Under Surveillance Programme, more than two composition fines (or fines exceeding \$2,000) 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.

**Strengthen WSH Ownership**

5. Contractors and sub-contractors working at all sites must have attained [bizSAFE](#) Level 3 certification or higher.
6. Company must have published WSH performance<sup>2</sup> as an integral part of the business performance report.
7. Company must demonstrate how they factored in their contractors' WSH performance in awarding contracts and giving incentives.
8. Company must have participated and/ or contributed<sup>3</sup> to WSH Council's [programmes](#), [events](#) or [campaigns](#).
9. Company leaders (directors and top management) must have applied the principles outlined in the Approved Code of Practice (ACOP) on Chief Executives' and Board of Directors' WSH Duties.

**Enhance Focus on Workplace Health**

10. Company must have implemented the [Total WSH](#) concept that integrates work, safety and health.
11. Company must have implemented upstream controls or programmes to prevent [occupational diseases](#) (OD).

**Adopt Technology-enabled WSH**

12. Company must demonstrate efforts on leveraging technology to improve their WSH practices or address WSH issues.

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<sup>2</sup> WSH Performance includes fatal and non-fatal injury rates, WSH performance, policies, and targets.

<sup>3</sup> Examples of contributions include company representatives serving on WSH Council's Committees, Taskforces, Working Groups, hosting site visits for WSH learning journeys and collaborating on events.

## Types of Checklists or Certifications

The table below lists down the relevant checklists or certifications specific to industries and must be provided in your application:

Industry	Types of checklists or certifications	Required to engage auditing services?
Construction	<ul style="list-style-type: none"> <li>Achieved a total element score of at least 70% for Band III in <a href="#">ConSASS</a> 2020 checklist</li> </ul>	Yes
Marine	<ul style="list-style-type: none"> <li>Achieved a total element score of at least 70% for Band III in <a href="#">WSHMS</a> 2020 checklist</li> </ul>	Yes
Manufacturing/ Chemical	<ul style="list-style-type: none"> <li>Achieved a total element score of at least 70% for Band III in <a href="#">WSHMS</a> 2020 checklist; or</li> </ul>	Yes
	<ul style="list-style-type: none"> <li>Attained Singapore Standards (SS) 651*</li> </ul> <p><i>*Recognised only if the audit is done by:</i></p> <ol style="list-style-type: none"> <li>A Singapore Accreditation Council (SAC)-accredited Certification Body is also an SAC-accredited auditing organisation (AO).</li> <li>Persons who are listed in the SAC AO Schedule and registered through WSH eServices.</li> </ol>	No
Healthcare	<ul style="list-style-type: none"> <li>Adopted the Ensure Safer Systems (ESS) programme</li> <li>Attained SAC-accredited ISO 45001 certification*; and/ or</li> <li>Attained bizSAFE STAR</li> </ul> <p><i>*ISO 45001 certification and/ or bizSAFE STAR is preferred. Applicant must ensure that their ISO 45001 certification and bizSAFE STAR statuses are valid/ renewed in 2024.</i></p>	No
Other Industries	<ul style="list-style-type: none"> <li>Attained SAC-accredited ISO 45001 certification; and/ or</li> <li>Attained bizSAFE STAR</li> </ul> <p><i>Applicants must ensure that their ISO 45001 certification and bizSAFE STAR statuses are valid/ renewed in 2024.</i></p>	No

## Auditing Services Requirements

Applicants are required to complete the [ConSASS](#) 2020 or [WSHMS](#) 2020 checklist. For items indicated “not applicable”, please state the reason(s) in the “Auditors’ Remark(s)” column.

Construction companies or worksites do not need to engage an approved Auditing Organisation (AO) if their ConSASS was done from October 2024 onwards and they had achieved a total element score of at least 70% for Band III.

### Conduct a Self-check

Applicants are advised to ensure that all criteria have been met, by doing a self-check using the ConSASS 2020 or WSHMS 2020 checklist, before engaging any auditing services.

### Avoid Conflict of Interest

Applicants are to engage auditing services through an SAC-accredited WSH AO, whose scope includes their industry. The list of SAC-accredited AOs is available on the [Ministry of Manpower’s website](#).

Please see below for an example:

<b>SAC Certificate No: AO-</b> <span style="background-color: grey; color: black;">XXXXXXXXXX</span>	
<b>SCOPES :</b>	<ul style="list-style-type: none"> <li>• Construction worksite</li> <li>• Metalworking industry</li> <li>• Shipyard</li> <li>• bizSAFE RM audit</li> </ul>

The same AO can only provide auditing services for a company for up to two consecutive years. A different AO must be appointed for the third year.

Each auditor is only allowed to conduct audits for up to three Award applications for a company with the same UEN. For example, if a company is submitting an application for WSHPA and eight SHARP projects, please engage three auditors from the same/ different AO(s).

## Evaluation

All supporting documents, records and data will be verified and assessed. The WSH Council will be checking all incident reports reported under an applicant's UEN with the Ministry of Manpower (MOM). Any discrepancies found may lead to immediate disqualification. A visit to the applicant's workplace may also be requested.

## Disqualification

An application may be disqualified if:

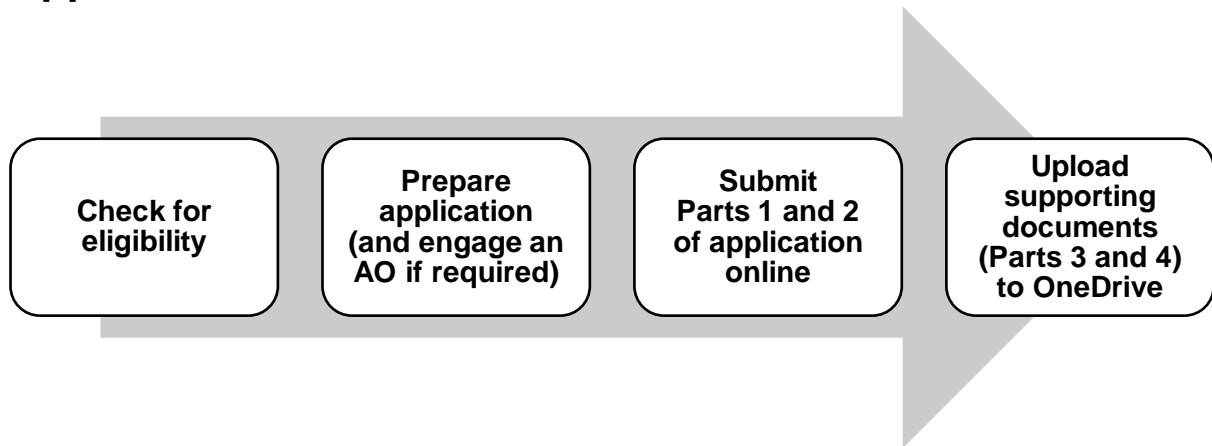
- a) A [workplace accident](#) resulting in any of the following occurs **before** the announcement of results in **September 2025**:
  - Fatal accident
  - [Major injury](#) accident
  - Dangerous Occurrence (DO)
  - Infringement of [legislation under MOM's purview](#)
- b) It contains inaccurate, false or misleading supporting documents, records or data, or if there is adverse reporting in the media pertaining to the applicant's or nominating company's workplace safety and health 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.



## Notes for SAC Accredited WSH Auditing Organisations

1. The applicant is to pay the auditing organisation (AO) for services rendered by the auditor.
2. The auditor is required to check whether applicants from the construction, marine and chemical/ manufacturing industries should apply for the WSH Performance Awards or the Safety and Health Award Recognition for Projects (SHARP) before providing any auditing services.
3. The applicant is to provide the auditor with their report and supporting documents to [ConSASS](#) 2020 or [WSHMS](#) 2020, and the write-up for Section B of “Part 3: Evidence-Based Assessment”. The auditor is required to visit and verify the submitted report and supporting documents at the applicant’s workplace in person.
4. The auditor is required to check whether the applicant has achieved the total element score of at least 70% for Band III in the [ConSASS](#) 2020 or [WSHMS](#) 2020 checklist. The auditor is required to input the evidence gathered and any other comments under the “Auditor’s Remarks” column. A score must be allocated in the score card and interview sheets. For items stated “not applicable”, the auditor must verify the reasons in the “Auditor’s Remark(s)” column.
5. The auditor is required to provide his/ her details and complete “Part 4: Auditor’s Details and Declaration Form”. Please indicate the applicant’s strengths, areas for improvement and any other observations, before signing the declaration form.
6. Random checks on submitted reports and supporting documents will be conducted. Any misdemeanour or misinformation uncovered may lead to the disqualification of the applicant, and the auditor and AO may be taken to task by the relevant authorities.

## Application Process



Before submitting the application, please check for your [eligibility](#) and prepare the following:

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

[Part 2](#): WSH Statistics

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

[Part 4](#): Auditor's Details and Declaration Form (for construction, marine and manufacturing industry applicants)

## Application Submission

[Click here](#) to submit Parts 1 and 2 of your application.

After you have received your unique OneDrive link from the WSH Council, please upload the supporting documents (Parts 3 and 4) to complete your application. Please note that the link access will expire on **7 April 2025, 6pm**.

## Important Dates

Qualifying Period: 1 January 2024 – 31 December 2024

Application Submission Deadline: **4 April 2025**

(with all supporting documents uploaded to OneDrive)

Note: The access to OneDrive will expire on 7 April 2025.

Awards Ceremony: September 2025 (TBA)

## Part 1: Company's Details

Company name as per UEN	<i>(Same company name will be printed on the trophy or certificate)</i>
<a href="#">Unique Entity Number (UEN)</a>	<i>(All injuries reported under this UEN number will be taken into consideration)</i>
Company address	
<a href="#">SSIC code</a>	<i>(Visit <a href="http://www.bizfile.gov.sg">www.bizfile.gov.sg</a> to retrieve)</i>
Industry	<ul style="list-style-type: none"> <li><input type="radio"/> Construction</li> <li><input type="radio"/> Manufacturing</li> <li><input type="radio"/> Marine</li> <li><input type="radio"/> Transportation &amp; Storage</li> <li><input type="radio"/> Accommodation &amp; Food Service Activities</li> <li><input type="radio"/> Administrative &amp; Support Service Activities</li> <li><input type="radio"/> Health &amp; Social Services</li> <li><input type="radio"/> Professional, Scientific &amp; Technical Activities</li> <li><input type="radio"/> Real Estate Activities</li> <li><input type="radio"/> Wholesale &amp; Retail Trade</li> <li><input type="radio"/> Others: _____</li> </ul>
Primary work activity	
Is your company a joint venture <sup>4</sup> ?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Is your company an SME <sup>5</sup> ?	<input type="checkbox"/> Yes <input type="checkbox"/> No
<a href="#">Total workforce</a>	

<sup>4</sup> Joint venture must be around for at least three years with at least three ongoing projects which meet all the criteria.

<sup>5</sup> Definition of an SME: 1) Must have 30% local ownership; AND 2) Either group employment <200 employees; OR group annual sales turnover <\$100 million.

**Contact Persons' Details**

*(Note: A unique OneDrive link will be sent to the Contact Persons only, via the email addresses provided below.)*

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

**Additional OneDrive access (Optional)**

You may request for up to four (4) additional access rights to authorise other parties to access the folder. Please provide their email addresses below.

Additional email address	
Additional email address	
Additional email address	
Additional email address	

**Senior Management's Details**

*(Note: The application result will be sent to the Senior Management and two Contact Persons.)*

Senior Management	Salutation: Family Name: Given Name: Designation: Contact Number: Email Address:
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**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: WSH Statistics

a) Please provide the following information, relevant to the qualifying period of between 1 January 2024 and 31 December 2024:

Did the company have any <a href="#">work-related accident</a> ?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Was the company issued any <a href="#">Stop Work Order (SWO)</a> ?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Did the company enter the <a href="#">Business Under Surveillance (BUS) programme</a> ?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Has the company received more than two <a href="#">composition fines</a> (or fines exceeding \$2,000) from MOM's Occupational Safety and Health Division, inclusive of health-related offences?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Did the company receive any <a href="#">demerit points</a> ?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Has the company faced any WSH-related investigation, conviction, or prosecution (including pending cases) under <a href="#">legislation within MOM's purview</a> ?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Total number of manhours accumulated in 2024 <ul style="list-style-type: none"> <li>• Applicants with minor injuries during the qualifying period are required to have at least 1.5 million manhours.</li> <li>• Applicants without minor injuries during the qualifying period are not required to meet any minimum manhours.</li> </ul>	
Number of <a href="#">injuries reported</a> <i>(Includes non-severe injuries with any instance of medical leave or light duties)</i>	
Number of workers <i>(Direct workforce, main and sub-contractors involved in the work process)</i>	
Workplace Injury Rate <sup>6</sup> (WIR)	

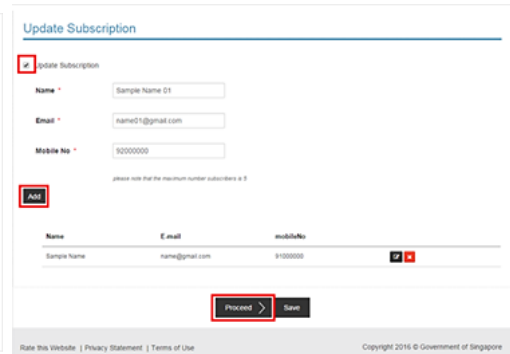
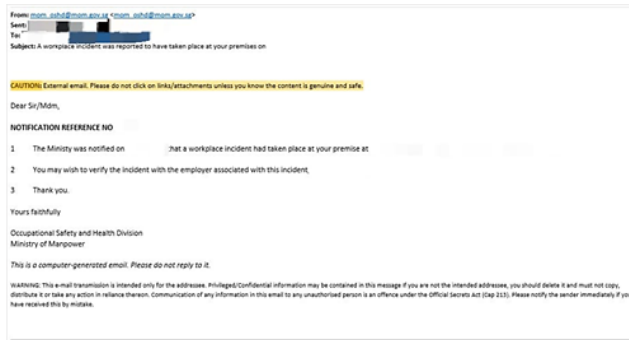
Applicants are advised to be aware of the number of injuries reported under your UEN. If you wish to purchase an incident report, go to the Ministry of Manpower's [WSH Incident Reporting eService](#) under "Submitted Incident Report", choose "Select Action" and "Purchase Report".

<sup>6</sup> Workplace Injury Rate (WIR) = (No. of injuries ÷ No. of workers) x 100,000 workers

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

The alert service is useful because it will alert you, as a workplace occupier, on injuries, accidents, and unsafe conditions at your workplace.

Please submit a screenshot of your subscription to the MOM's [WSH alert service for WSH Incident Reporting](#). See below for examples:



## Part 3: Evidence-Based Assessment

a) Please complete the following checklists or provide the valid certifications:

**i. ConSASS 2020 or WSHMS 2020 checklist and score card**

**Section i is for construction, marine and chemical/ manufacturing industry applicants only. The results are to be audited by an Auditor.**

Using the [ConSASS](#) 2020 or [WSHMS](#) 2020 checklist, please complete its score card and provide the following:

	Band III
<b>No. of elements in band (≥70%)</b>	__ /20
<b>% of total element score 70% and above</b>	__ %
<b>Mean score in each band</b>	__ %

In evaluating an application, WSH Council will review all scores. Therefore, you are required to complete the checklist for this section. Companies must upload the ConSASS 2020/ WSHMS 2020 checklist, its supporting documents, score card and interview sheet to OneDrive.

**ii. Singapore Standards (SS) 651**

**Section ii is applicable for chemical industry applicants. An auditor is not required to check these sections. The evaluation team will verify the application.**

Please provide the following details and upload the valid Singapore Accreditation Council (SAC) accredited SS651 certificate to OneDrive.

<b>Certification body</b>	
<b>Certificate number</b>	
<b>Expiry date (DD-MM-YYYY)</b>	

**iii. ISO 45001**

Section iii and iv are for applicants not in the construction, marine or manufacturing industries. An auditor is not required to check these sections. The evaluation team will verify the application. Applicants need to fill in either Section iii or iv (not both).

Please provide the following details and upload the valid Singapore Accreditation Council (SAC) accredited ISO 45001 certificate to OneDrive.

<b>Certification body</b>	
<b>Certificate number</b>	
<b>Expiry date (DD-MM-YYYY)</b>	

**iv. bizSAFE STAR**

Please provide the bizSAFE certificate number and upload the valid bizSAFE STAR certificate issued by the WSH Council to OneDrive.

<b>Certificate number</b>	
<b>Expiry date (DD-MM-YYYY)</b>	

**v. Ensure Safer Systems (ESS) Programme**

This section is applicable for relevant healthcare industry applicants only. An auditor is not required to check these sections. The evaluation team will verify the application.

Please provide the following details.

<b>Name of healthcare institution</b>	
<b>Enrolment date (DD-MM-YYYY)</b>	



- b) Please list initiatives that were implemented beyond your workplace safety and health management system (WSHMS) when answering the following questions.

(For all applicants to answer. Auditors of construction, marine and chemical/manufacturing industry applicants are to verify the accuracy of the responses and supporting documents.)

Your submission should adhere to the following specifications:

- Font type and size: Arial, size 11
- Line spacing: 1.5 spacing between lines
- Your write-up should not exceed five (5) pages, and is to be uploaded, with all supporting documents, to OneDrive.

**Strengthen WSH Ownership**

1. Describe your company's effort in assisting your contractors and sub-contractors to attain bizSAFE Level 3 certification and above. Share the achievements.
2. Describe the types of WSH performance data your company publishes, how and to whom the data is shared to.
3. Describe how your company assesses your contractors' WSH performance before awarding contracts/ projects and the incentives offered for good WSH performance.
4. Describe your company's participation or contributions to the WSH Council's programmes, events or campaigns.
5. Give examples on how your company leaders have applied the principles outlined in the Approved Code of Practice (ACOP) on Chief Executives' and Board of Directors' WSH Duties.

**Enhance Focus on Workplace Health**

6. Share when and how did your company implement the Total WSH concept. What are the tangible and intangible outcomes or results achieved in addressing WSH (both physical and mental well-being) issues?
7. Describe the upstream controls or programmes implemented in your company to prevent occupational diseases.

**Adopt Technology-Enabled WSH**

8. Describe how your company leverages technology to improve WSH practices or address WSH issues.

- c) Please list initiatives and achievements of the past three years (including qualifying year), including successful identification and resolution of safety hazards that led to a reduction in accidents/ near-miss incidents.

Please provide specific examples and quantifiable results to demonstrate the impact of your initiatives on overall workplace safety and health.

Your submission should adhere to the following specifications:

- Font type and size: Arial, size 11
- Line spacing: 1.5 spacing between lines
- Your write-up should not exceed three (3) pages, and is to be uploaded, with all supporting documents, to OneDrive.

Initiatives and achievements listed should be in point form, and all supporting documents are to be uploaded to OneDrive.

<b>Year</b>	<b>Initiatives</b>	<b>Achievements</b>
<b>2024</b>		
<b>2023</b>		
<b>2022</b>		

## Part 4: Auditor’s Details and Declaration Form

(For construction, marine and manufacturing industry applicants)

Auditor’s name	
Auditing organisation	
Business contact number	
Business email address	
On-site visit details	Date: Start time: End time:
<p>Recommendation to apply for the Award</p> <p>Note: The auditor’s recommendation/ justification is important for the applicant to determine the state of their WSH performance and whether they are a deserving recipient of the Award.</p>	<p>Highlight the company’s WSH:</p> <p>1) At least three (3) strengths; 2) At least three (3) areas for improvement; and 3) Any other observations.</p>

### Declaration Form by the Auditor

I hereby declare that I:

- (a) have conducted an on-site audit of the workplace and the assessments given are in accordance with the evidence provided and my observations during the audit;
- (b) will not directly or indirectly disclose or make available any information, in whole or in part, given to me by the applicant, to any other person or party, except during submission to the WSH Council; and
- (c) will not make any duplicate copy of the evidence submitted or copy its contents without the consent of the applicant.

\_\_\_\_\_  
Signature of Auditor

## 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 to the WSH Council via OneDrive before the submission deadline. Applications received after the submission deadline will be deemed invalid and rejected. The WSH Council will not be responsible or liable for any lost, late, mislaid, or incomplete applications.
- Any application received 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.
- All 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.
- All applicants will be notified of their results via email by end August 2025. The WSH Council's decision shall be final.
- Award recipients will be officially announced during the Awards ceremony taking place in September 2025.
- The WSH Council will produce a media and publicity campaign highlighting the Awards, Award categories and recipients. All recipients agree to offer the WSH Council the exclusive right to use the content, images, and videos for the promotion of the Awards. In addition, all recipients give their consent for their exemplary safety and health management systems and initiatives to be featured in media interviews, articles or speeches. 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 name, trademark and company logo for pre-event, onsite and post-event marketing of the Awards.
- The WSH Council reserves the right to alter or reschedule the Awards, the Awards ceremony and/ or to change the judging panel and/ or these terms at its own discretion, at any time and without notice.