



**WSH**

# ADVOCATE

## THE WSH ADVOCATE PROGRAMME

WORKING TOWARDS SAFER AND  
HEALTHIER WORKPLACES THROUGH  
EMPLOYEE PARTICIPATION

# WORKPLACE INCIDENTS ARE COSTLY TO BUSINESSES



## WHAT IS THE WSH ADVOCATE PROGRAMME?

The WSH Advocate Programme is a voluntary programme which companies of any size can adopt in-house, to create support for workplace safety and health (WSH) across all levels of the company.

A company which adopts the programme identifies suitable employees and empowers them to engage their peers to improve WSH in their company. These WSH Advocates can be anyone (i.e., workers, supervisors or managers) who devote extra effort to keep their work environment safe and healthy. While doing so, the WSH Advocates would also influence their colleagues to be more conscious of WSH.



## HOW WOULD WSH ADVOCATES HELP YOUR BUSINESS?

A WSH-conscious workforce is the foundation to build a WSH culture in your company. Having a strong WSH culture, in turn, provides a sound foundation for the company to build its business upon.

A safe workplace is a productive workplace and a safe worker a productive one. When workers are involved in making their workplace safer and healthier, they feel confident about their work environment and can thus, better focus on their duties. Workers' morale will also be high as they are assured that their management cares.

The cost of setting up the WSH Advocate programme is minimal compared to the benefits your business would reap from it. With a positive WSH culture and a WSH-conscious workforce, there will be fewer workplace injuries and, as a result, business costs can be reduced substantially.



## HOW TO IMPLEMENT WSH ADVOCATE PROGRAMME IN YOUR COMPANY?

You can customise the programme according to the needs of your company. The WSH Advocate Programme should allow greater employee participation in WSH.

Before you embark on the programme, consider:

- Who can be your WSH Advocates?
- What can your WSH Advocates do to improve WSH at work?
- How do you train your WSH Advocates?
- How can the company help to support the WSH Advocates?
- What are the platforms available for the WSH Advocates to communicate WSH messages to their co-workers?

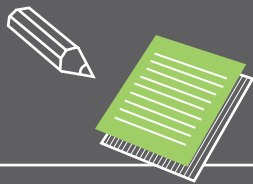


## WHO CAN BE YOUR WSH ADVOCATES?

WSH Advocates can be anyone who is passionate about promoting WSH to their peers. Ideally, they should exist in all levels of your company so that the system of advocacy is more efficient.

To get started, identify the natural candidates—workers who show strong interest in WSH and enjoy good rapport with their colleagues.

WSH Advocates should exist at all levels in the company with differentiated roles; companies are to decide on the best way to organise them.



## HOW DO YOU TRAIN YOUR WSH ADVOCATES?

It is not compulsory for your employees to attend WSH courses before they can be appointed as WSH Advocates. This programme is flexible and you can decide what type of training your Advocates need. For instance, training can even be conducted by your in-house safety professionals.

If you prefer a more formal approach, there are WSH courses available at training organisations accredited by the Ministry of Manpower that will train your WSH Advocates to spot and manage risks in the workplace. You can also consider communication and soft skills courses that will equip your Advocates with the knowledge and competency to build rapport and share WSH knowledge with their peers.

## ROLES OF WSH ADVOCATES IN DIFFERENT LEVELS



### SENIOR MANAGEMENT

- Reinforce WSH policy
- Allocate sufficient resources
- Set direction for WSH initiatives
- Lead by being role models
- Recognise and reward safe behaviour



### LINE MANAGEMENT

- Encourage safe behaviour of workers
- Monitor and manage the implementation of WSH initiatives
- Serve as feedback channels between senior management and workers



### WORKERS

- Display safe behaviour at all times
- Influence their peers to follow safe work procedures
- Communicate and report workplace hazards and incidents

## WHAT CAN YOUR WSH ADVOCATES DO?

Your WSH Advocates can facilitate mindset change by promoting safety and health and taking the lead to inspire safe behaviour at the workplace. Their roles should include but are not limited to:



### VOICE

WSH Advocates serve as feedback and communication channels between management and workers.



### OBSERVE

WSH Advocates look out for unsafe acts and conditions at the workplace; they are an extra pair of eyes to make sure that the workplace is safe.



### INVOLVE

WSH Advocates walk the safety talk and are very involved in safety and health activities in the workplace.



### CARE

WSH Advocates encourage their fellow workers to work for the safety and health of one another.



### ENCOURAGE

WSH Advocates help their fellow workers reinforce the learning points from past incidents.

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## BE PART OF THE WSH ADVOCATE PROGRAMME TODAY!

If your company has implemented the WSH Advocate Programme or something similar, we would like to hear from you. WSH Council will:

- recognise your company as a member of an exclusive community which actively promotes employee involvement and participation in WSH;
- engage you and your WSH Advocates through workshops and forums; and
- provide you and your WSH Advocates opportunities to share and learn industry best practices.

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For more information or to participate in the WSH Advocate Programme, visit the WSH Council website at [www.wshc.sg](http://www.wshc.sg)

For enquiries, contact us at [contact@wshc.sg](mailto:contact@wshc.sg)



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