

# bizSAFE Convention 2023

## Be S.A.F.E.



MINISTRY OF  
MANPOWER

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A Great Workforce A Great Workplace

# Presentation Overview

## Be Savvy



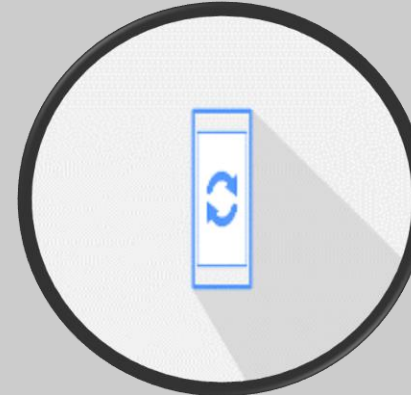
Understand your  
operating environment

## Anticipate



Think about the major  
WSH risks at your  
workplace

## Fix It



Develop competencies  
and stay committed to  
address the issues

## Engage



Strive towards continual  
and sustainable  
improvement



# 1 Be Savvy



# MOM has introduced various measures in 2022/2023



## SAFE MEASURES TO STRENGTHEN WORKPLACE SAFETY AND HEALTH OWNERSHIP

These Safety Accountability, Focus and Empowerment (SAFE) measures will drive Workplace Safety and Health (WSH) ownership at the sectoral, company and worker level.

	IMPLEMENTED	TO BE IMPLEMENTED BY 2023 & 2024
SECTORAL LEVEL	Introduce a set of disqualification criteria across all public sector construction tenders to temporarily disqualify contractors with poor WSH	Expand Demerit Point System to the Manufacturing Sector (Oct 2023)
	Introduce a revised Demerit Point System for Construction sector, to temporarily debar errant companies from hiring foreign employees	Introduce more stringent safety requirements in Government tenders (1Q 2024)
	Retain Multi-Agency Workplace Safety and Health Taskforce (MAST) as a standing committee and expand MAST membership	Require Video Surveillance System for construction sites with project value ≥ \$5m (Jun 2024)  Ensure safe use of machineries and combustible dust (Jun 2024)
COMPANY LEVEL	Require Chief Executives (CEs) to personally account for serious WSH lapses	Require CEs or Board Directors in high-risk industries to attend the Top Executive WSH Programme (Mar 2024), for which online courseware will be available (by end-Sep 23)
	Require companies with major injuries and Stop Work Order to engage auditors	Require CEs or Board Directors to attend ½ day in-person Top Executive WSH Programme, for companies with major WSH lapses following serious or fatal incidents
	Ramp up Enhanced Workplace Health Surveillance programme for noise	Provide more support to SMEs through SME Centres
WORKER LEVEL	Launch annual National WSH Campaign to enhance safety reporting	Introduce online micro-learning to Safety Orientation Course recertification (Jan 2024)
CONTINUE ENFORCEMENT EFFORTS		Increase penalties for lapses with higher fine quantum



# Demerit Point System extended to the manufacturing sector

## Demerit point system for manufacturing sector sends strong signal on safety: Zaqy

Extending the workplace safety demerit point system to the manufacturing sector here sends a strong signal to companies that there will be business implications if they do not instil a safety culture within their firms.

Senior Minister of State for Manpower Zaqy Mohamad said this to reporters on Thursday, three days before the system takes effect for manufacturers on Oct 1.

Noting that the manufacturing sector was the biggest contributor to workplace deaths and major injuries in the first half of 2023, Mr Zaqy said the Ministry of Manpower (MOM) is focusing on bringing these numbers down.

The demerit point system has been used in the construction sector for years now, and it was toughened in 2022. Extending this to manufacturing allows MOM to “capture and cover a wider range of employers and work sites”.

Mr Zaqy said: “Manufacturing is a bit more broad-based because you find factories and small operations all over Singapore.”

“That also means you need a regime like this to rein (companies) in... We don't want to enforce only when it is too late.”

From October, manufacturing companies that accumulate sufficient demerit points due to safety violations will be temporarily banned from hiring foreign em-



Senior Minister of State for Manpower Zaqy Mohamad (right) and Minister of State for Trade and Industry Alvin Tan (second from right) at Silesia Flavours South East Asia's production facility in Boon Lay. To reduce strain, the company gives back braces to employees whose jobs involve packing and moving boxes that can weigh up to 25kg. ST PHOTO: NG SOR LUAN

ployees for up to two years.

While there is some apprehension about this new regime among

companies, Mr Zaqy said there has been sufficient lead time for employers to adjust. “As long as you

are safe, there is nothing to be worried about.”

He was speaking after a visit to

Silesia Flavours South East Asia, where he was shown various safety measures that the food and beverage flavour manufacturer has implemented at its production facility in Boon Lay.

To reduce strain, for instance, back braces are given to employees whose jobs involve packing and moving boxes that can weigh up to 25kg. In 2019, the company bought machines to lift these boxes from the production line onto waiting forklifts to reduce the risk of injury.

Mr Zaqy noted how Silesia Flavours has also installed a special sound-proof cabinet for a milling machine in the company's laboratory after taking in feedback from workers about the noise it produced.

“That's really an attitude that we want to see from management – being aware, being enlightened, being able to think about the safety of their workers,” he said.

In a briefing to the media, Silesia Flavours called on other manufacturers to be certified under the Workplace Safety and Health Council's five-step bizSafe programme, noting how the company's productivity and reputation among customers have improved after it attained Level 4 this year.

Mr Zaqy said members of the public can also play a role in improving workplace safety by reporting unsafe practices to MOM, adding that such feedback has led to errant employers being taken to task.

“Rather than just being a bystander, make reports so that we can take action. That saves lives,” he added.

Kok Yufeng



# Top Management Required to Attend WSH Programme



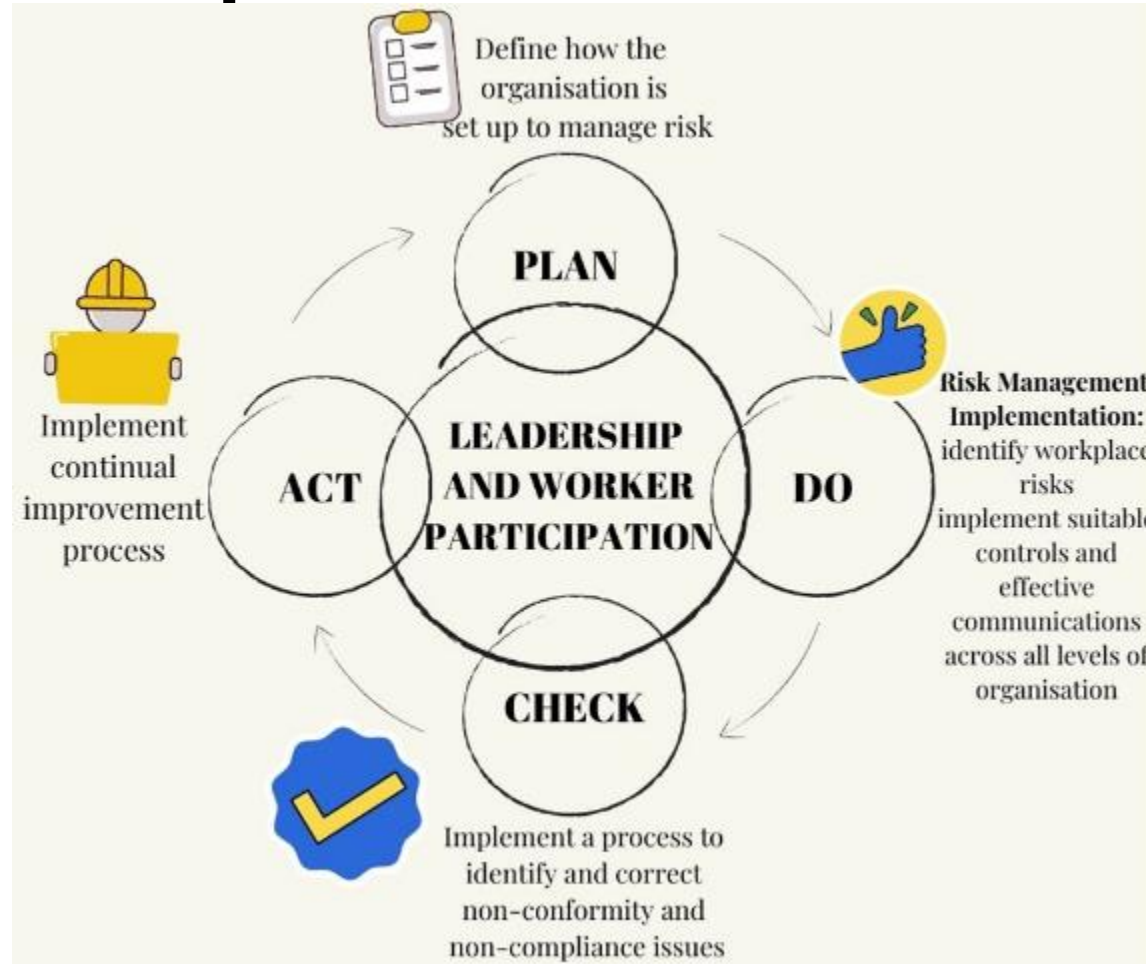
- Top Executive WSH Programme (TEWP)
- Compulsory for Chief Executives or Board Directors from companies in higher-risk sectors (construction, manufacturing, transportation and storage, marine) by **March 2024**
- Understand how to meet WSH responsibilities and develop company's WSH capabilities



# 2 Anticipate



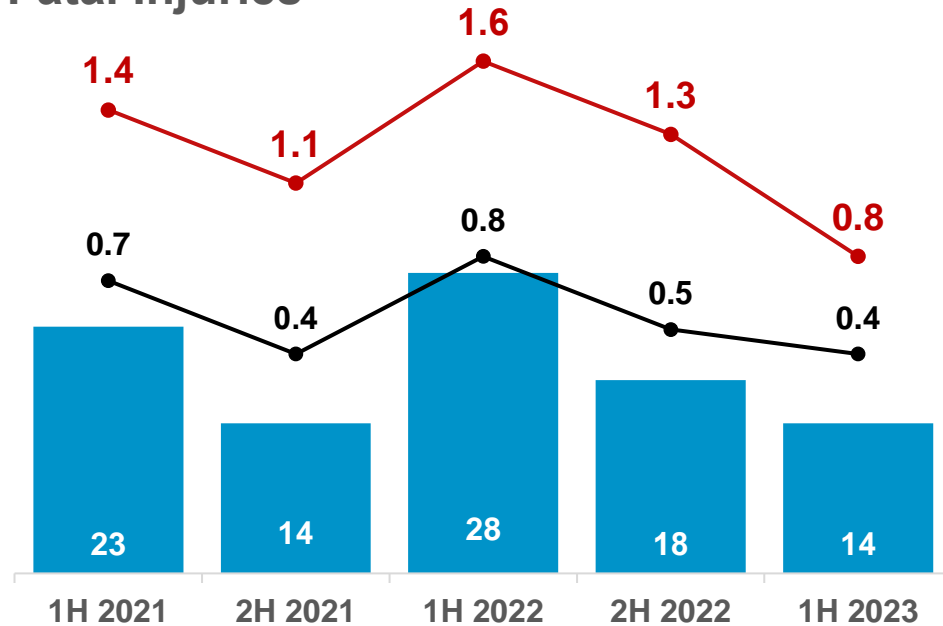
# Anticipating risks is a crucial step to effectively managing them and building a preventive WSH culture at the workplace



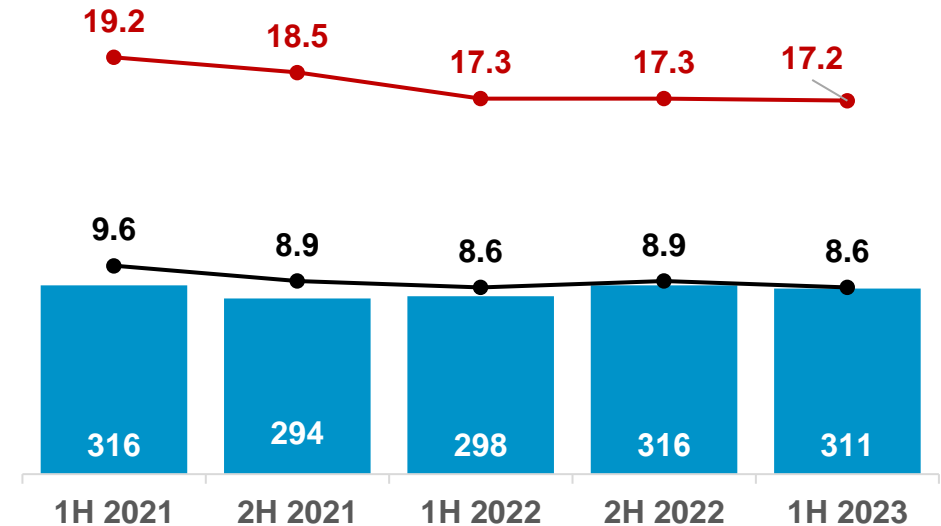





# Overall workplace fatal injuries rate improved and major injuries rate remained stable

## Fatal Injuries



## Major Injuries

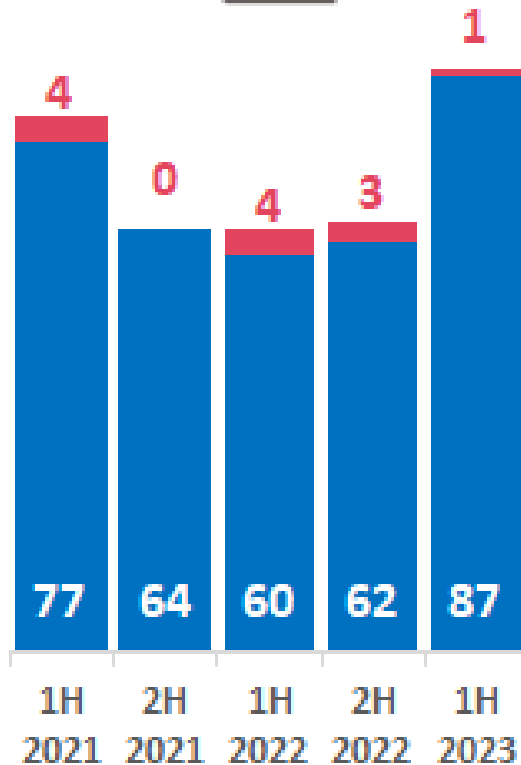


 No. of Injuries  
 6-month rate  
 Annualised rate  
 All rates are per 100,000 workers

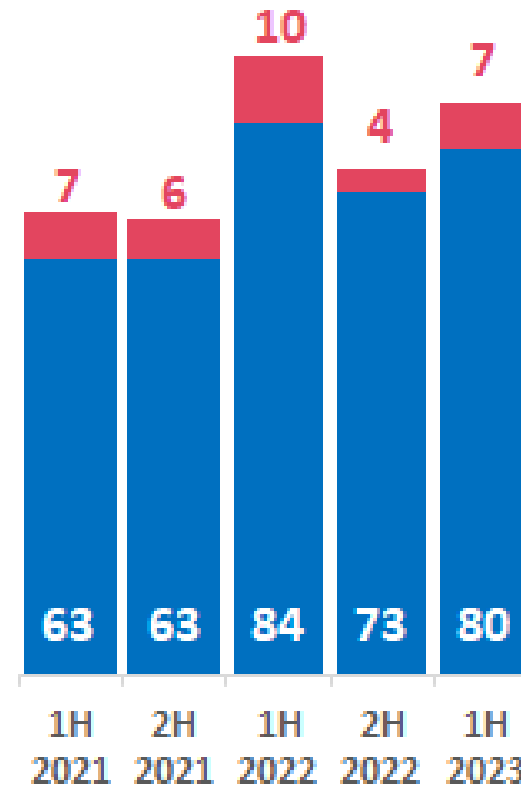


# Manufacturing and construction sectors led in fatal and major injuries in 1H2023

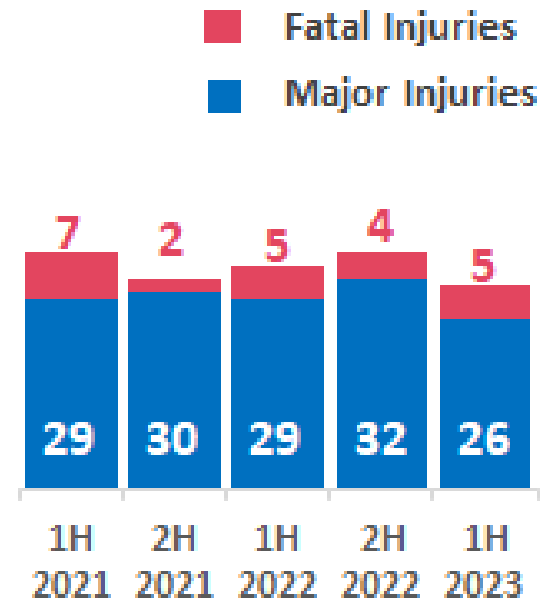
## 1<sup>st</sup> Manufacturing



## 2<sup>nd</sup> Construction



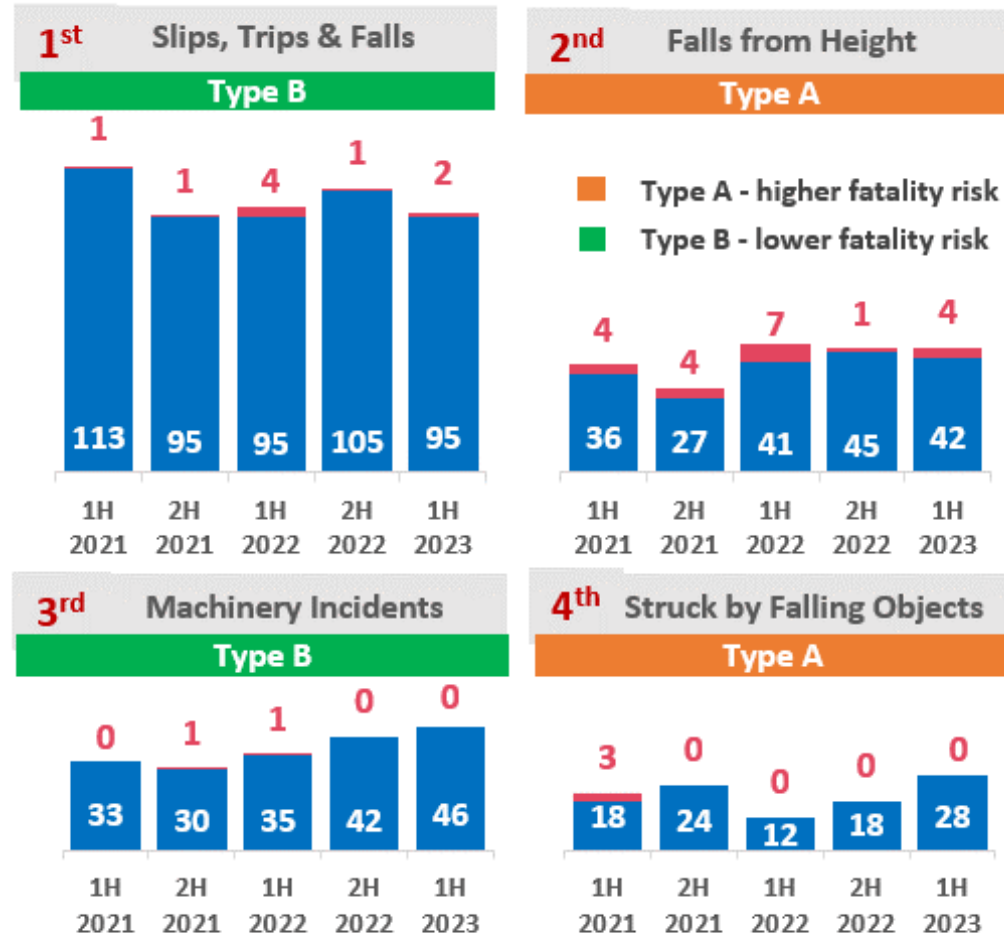
## 3<sup>rd</sup> Transportation & Storage



■ Fatal Injuries  
■ Major Injuries

# Slips, trips and falls and falls from height were top causes of injuries in 1H2023

Leading causes of fatal and major injuries in 1H2023



# Thematic enforcement operations to address leading causes of injuries in workplaces

## Slips, Trips and Falls (June- Aug 2023)

Construction, Manufacturing,  
Transportation & Storage,  
Wholesale & Retail Trade and  
Services sectors.

700 inspections

>1,400 enforcement actions

including three Stop Work Orders  
and 89 composition fines  
amounting to >\$180k



## Machinery and Vehicular Injuries (Apr - June 2023)

Construction, Manufacturing,  
Transportation & Storage, and  
Marine sectors.

900 inspections

> 1,900 enforcement actions

including 5 Stop Work Orders and  
274 composition fines amounting to  
> \$400k



# Common contraventions – slips, trips and falls

- Since 2014, Slips, Trips and Falls (STF) has been the leading cause of workplace major injuries and its incidence has been on the rise.
- Common contraventions include:
  - ✗ failing to address STF hazards in risk assessments.
  - ✗ poor housekeeping practices
  - ✗ poorly maintained floor conditions
  - ✗ not providing workers with proper footwear



# Common contraventions – slips, trips and falls



unstable work surface cluttered with rebar



exposed sharp ends of rebars



# Common contraventions – slips, trips and falls



Sunken metal plate of drain cover



Worn out shoes soles



Slip resistant treads worn out



Ice on cold room surface



# Common contraventions – vehicular/machinery injuries

- ✘ Lack of comprehensive Risk Assessments to adequately address all work-related hazards.
- ✘ Ignition keys of forklifts left unattended. Some forklift operators were also found not wearing their seat belt during operations.
- ✘ Lack of effective machine guarding to protect workers from contact with exposed moving or rotating parts of machinery.
- ✘ Unguarded openings and open sides that present the risk of falling from height.
- ✘ Failure to implement effective workplace traffic management plan to manage and control movement of pedestrians and vehicles at the workplace.





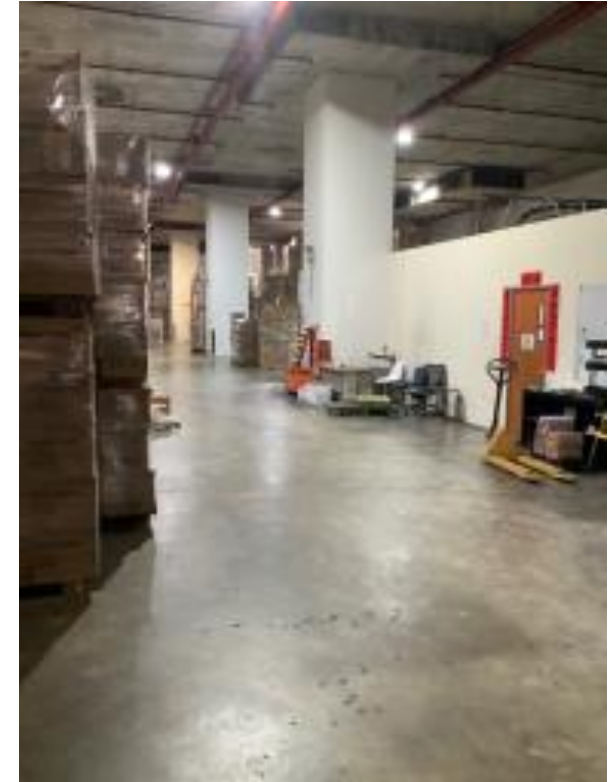
# Common contraventions – vehicular/machinery injuries



Ignition keys left unattended



Worn out or damaged forklift tyres



Lack of demarcation for vehicular/passageway



Operator without seatbelt



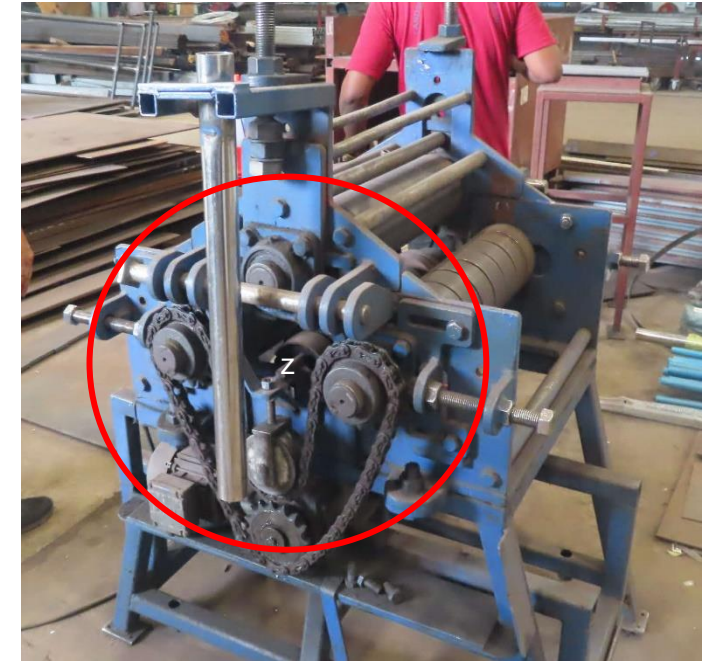
# Common contraventions – vehicular/machinery injuries



Moving/rotating parts of machine not guarded



Missing guards/enclosure not replaced



Exposed/moving parts not fenced

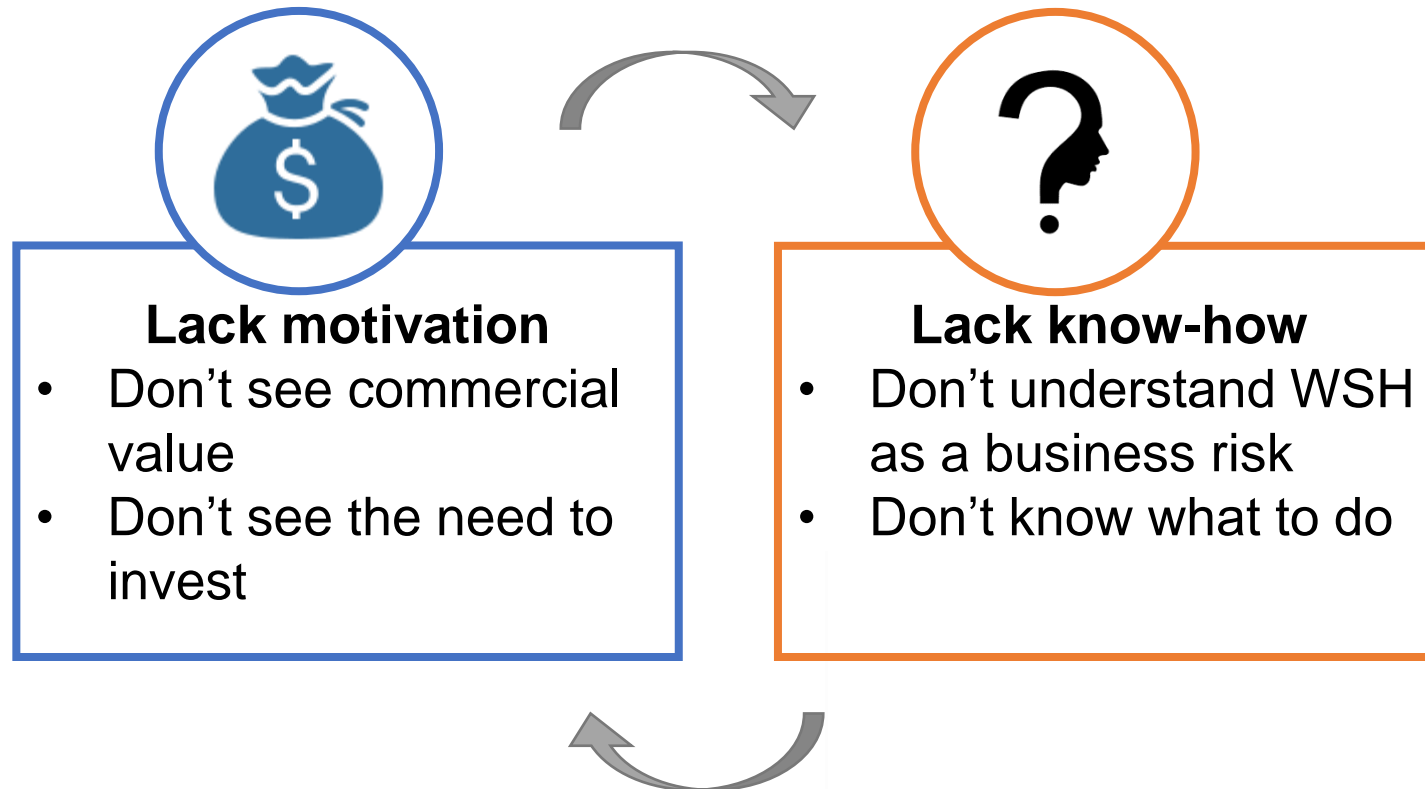


3

**Fix It**



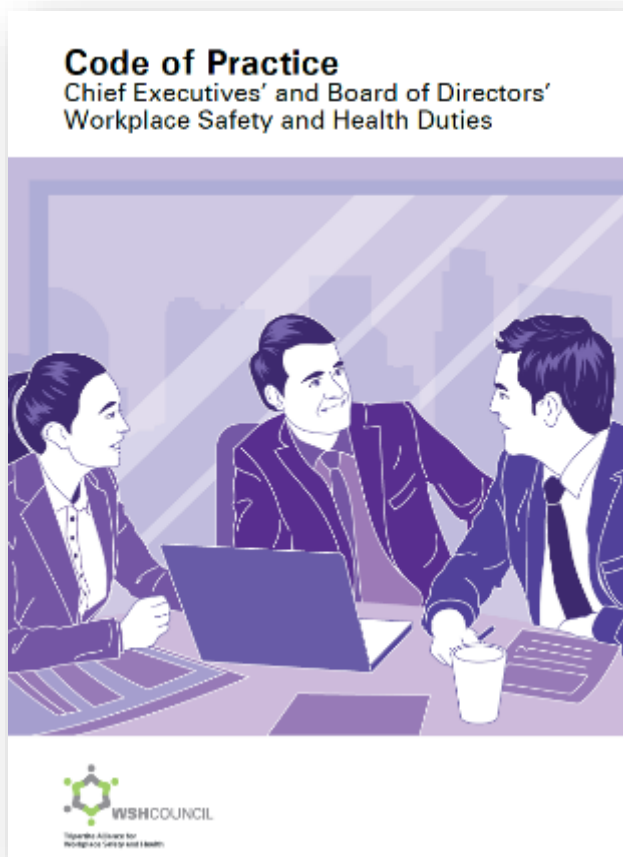
# Sustainable prevention requires more weight on motivation to counter perception that WSH is not worth the time and money



# It boils down to competency and commitment



# Getting top management to strengthen WSH ownership



## Principle 1:

Ensure WSH is integrated into business decisions and have clarity of roles and responsibilities of Chief Executive and individual members of the Board of Directors in leading WSH.

## Principle 2:

Continuously build a strong WSH culture, set the tone and demonstrate visible leadership in embodying and communicating highly effective WSH standards.

## Principle 3:

Ensure that WSH management systems are highly effective and reviewed regularly.

## Principle 4:

Empower workers to actively engage in WSH.

Leadership

System &  
Supervision

People



# Many resources to help you fulfill your WSH duties



Information on WSH Act, Work Injury Compensation Act, Incident Reporting, and WSH e-Services



Read the full WSH Act and all subsidiary legislations under the Act, e.g. WSH (Construction) Regulations, WSH (Work at Heights) Regulations



Get WSH updates and download free resources



# Stay informed and learn from lessons

## WSH ALERT

### ACCIDENT

#### Worker fell into lift shaft

A worker was carrying out welding work at a newly constructed lift shaft when he fell into the shaft and landed on the ground about six metres below. The worker was sent to the hospital where he died of his injuries.

Preliminary investigations revealed that guard rails were present around the open side of the lift shaft. The worker was not equipped with any fall-arrest equipment or travel restraints when the accident occurred.



Figure 1: Scene of the accident.



### FATAL ACCIDENT

#### Worker dies after falling from roof

On 26 February 2023, a worker was preparing to carry out water-proofing works on the roof of a factory when he fell 4.1 metres to the ground. He was sent to the hospital but died of his injuries on 1 March 2023.

Preliminary investigations revealed that a horizontal lifeline was installed on the roof, but the worker was not wearing a safety harness or a safety helmet at the time of the accident.



Figure 1: Scene of the accident.

Working on roofs exposes workers to the risk of falling from height. The WSH Council calls on all companies doing work at height to ensure worker safety and undertake an urgent assessment of their safety measures.

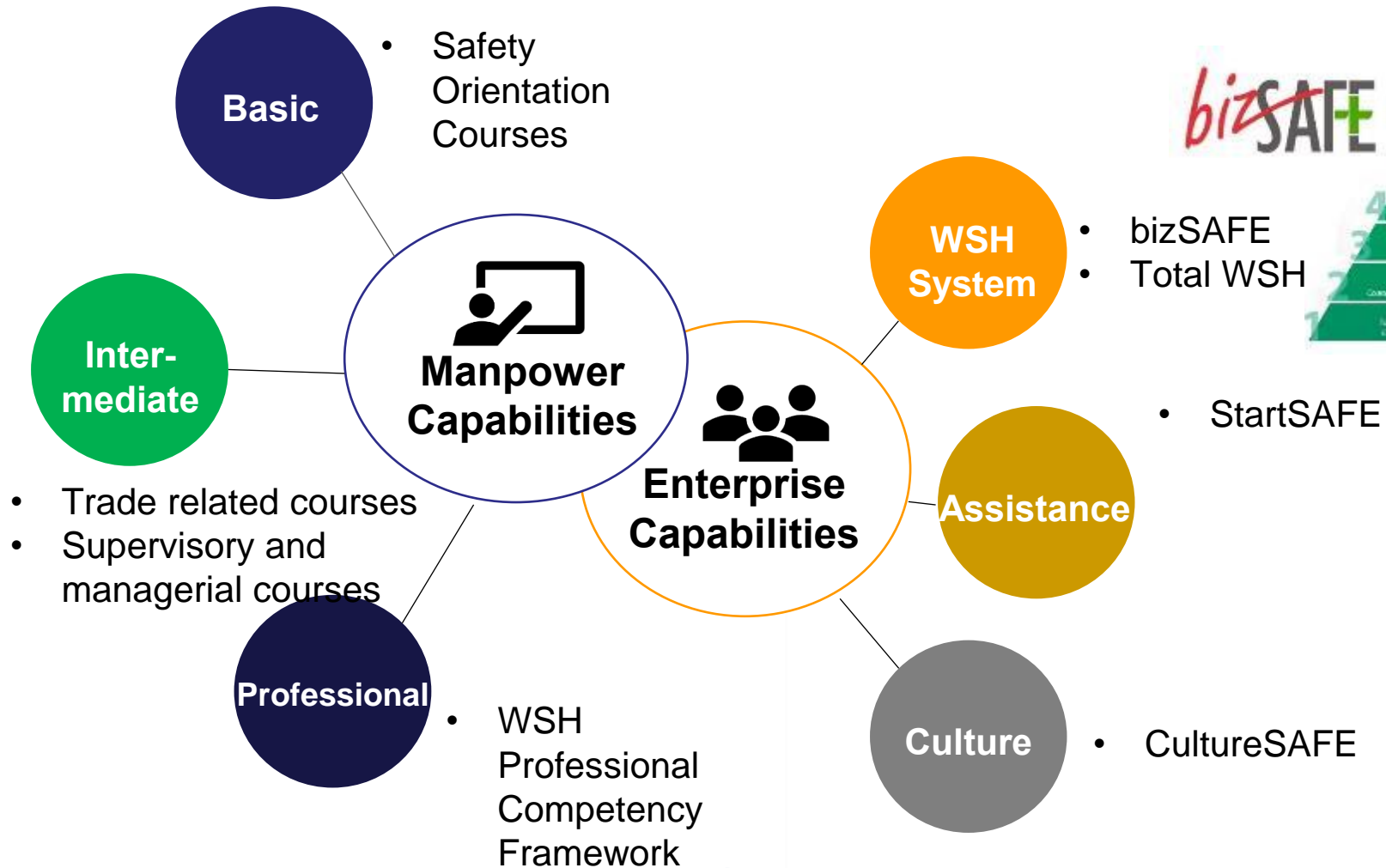
#### What companies should do

Companies should urgently assess and ensure that their WSH management system includes the following measures or checks:

- **Fall Prevention Plan (FPP):** Establish and implement a site-specific FPP to reduce the risk of falling from height when working on roofs.



# Programmes available to raise capability of companies and workers



# SMEs continue to receive support

Start **SAFE**



- Existing programme by WSH Council to help companies identify and manage WSH risks
- Consultants to help identify and implement good workplace practices
- MOM bears cost of consultancy



# Incentives provided for companies to leverage technology



- Unsafe operation of lorry cranes can result in severe consequences
- Lorry crane owners can apply for grant to install a stability control system (SCS) that prevents overloading and toppling of lorry cranes
- Successful applicants can claim up to 70% of purchase and installation costs, capped at S\$7,000 per lorry crane and S\$20,000 per company.
- Find out more at [www.go.gov.sg/scsgrant](http://www.go.gov.sg/scsgrant)



# 4

# Engage

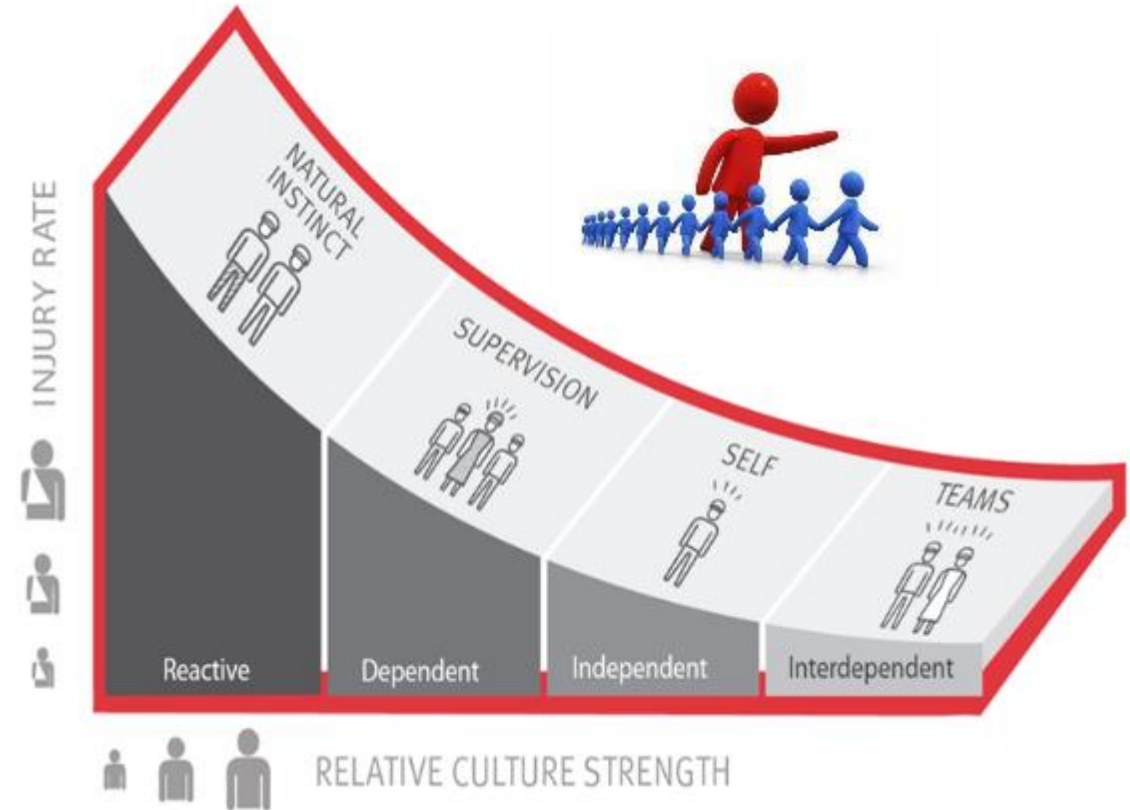


# Successful WSH implementation requires the safety mindset to permeate through the organization

## 4 Levels of Safety Culture Maturity

Safety Culture can be measured and categorised in terms of its maturity levels.

- Reactive Culture
- Dependence Culture
- Independence Culture
- Inter-dependence Culture.



*Bradley Curve*

Source: *DSS Sustainable Solutions*

(<https://www.consultdss.com/bradley-curve/>)



# The right to safe work conditions

Delivery worker who declined to carry the packages down the stairs after unloading them, citing health and safety considerations



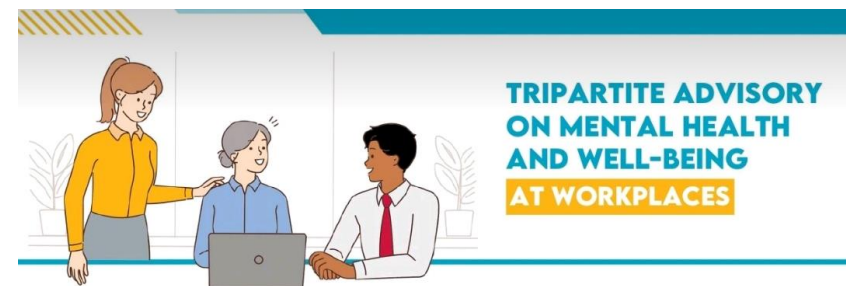
Delivery van stopped outside restaurant



Staircase leading to the basement



# Making a quantum leap towards WSH excellence



A positive work environment supports mental well-being, contributing to improved productivity.



Total WSH Programme



# Be S.A.F.E

## Be Savvy



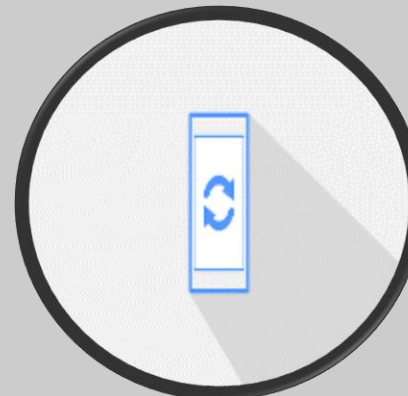
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# THANK YOU

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