

Training Providers' Forum 2024

Ethics Is Not Negotiable, But It Is
The Responsibility Of All
Stakeholders

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Presented By: William Heng

Agenda

1. Objective.
2. Background – Purpose Of The Code Of Ethics.
3. Views And Observations.
4. Conclusion.
5. Elements Of The Code Of Ethics.



1. Objective



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To raise the efficacy of WSH Training

- To understand the dynamics around the practice of ethics for WSH trainers
- How to support ethical practice for the provision of WSH training.

2. Background

The Objective Of Having A Set Of Code Of Ethics



The Code of Ethics maintains high training and workplace safety standards by addressing **diverse trainer performance, policies, training providers' goals, and trainees' needs.**

3. Views and Observations



3.1: Why specifically target trainers?

Provision of high-quality learning relies on an ecosystem that includes training providers, trainers, assessment authorities, and trainees. Every stakeholder has a role in shaping the learning outcome.



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You are a head taller than your peers in other industries.

3.2: Inherent Conflict Of Interest Between The Roles Of Trainers Cum Assessors

- ▶ Allowing a trainer to double up as an assessor places him in a conflicting position, and his integrity is being challenged.
- ▶ Ensuring performance standards are met and achieved is important and must always be adhered to strictly.



3.3: Conflict of interest between learners and programme objectives

Some learners may avoid TPs known for their rigor and strict assessment standards. Instead, they choose TPs who are less stringent and compliant to the requirements, to pass the course.

Learners' objectives and the course objectives are, therefore, not aligned.

3.4: Challenge to TPs: CTAG literacy standards not always complied by applicants



Learners with insufficient literacy, i.e., do not meet entry criteria, insist on being admitted for course attendance.

What should TP do?

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3.5: Trainee



- ▶ Learners who choose lenient over strict training providers, pose challenges for trainers who strive for excellence and may hinder skill development and compromises workplace safety.

3.6: Workplace Dynamics

“Singapore’s first assisted living flats were delayed in Bukit Batok after HDB fired the contractor”

.....Despite the delay of almost two months due to the change in the contractor, HDB said it had assessed at the time that they could catch up on lost time by implementing various measures to speed things up.....”

“.....The plan was to maintain the Probable Completion Date of the second quarter of 2024 that had been earlier communicated to flat buyers

Covid-19 backlog, tight resources contribute to recent spate in fatalities, say construction workers and firms

A backlog of work due to Covid-19 and the pandemic's impact on workers have contributed to a recent spate of workplace fatalities,

Source: Today: By TAUFIQ ZALIZAN /
JUSTIN ONG

@JustinOngTODAY

Published July 3, 2022

Updated July 3, 2022



Buyers of about 1,000 BTO flats in Punggol face further delays after HDB terminates contractor's services.

.....While more time is needed to complete the project, HDB said flats are still expected to be completed by the delivery possession date, based on its current assessment.

Source: Asia One - PUBLISHED ON
JULY 20, 2023 5:20 PM
By MICHELLE NG



3.7. Trainers

- ▶ Given the abovementioned issues, **trainers often feel unsupported due to conflicting objectives between the various stakeholders**
- ▶ **Diversity of trainers** - Ethical compliance varies due to diversity in trainers' values, moral standards, and interpretations.



4. Conclusions



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Code of Ethics is not negotiable. But It Is The Responsibility Of All Stakeholders

- ▶ However, depending solely on trainers' ethical behavior is insufficient to maintain WSH training standards.
- ▶ It requires the involvement of **EVERY** stakeholders.



5. The Code Of Ethics For WSH Trainers.

1. Always maintain high standards of integrity and ethical conduct.
2. Avoid any real or perceived conflict of interest situations.
3. Provide professional advice only in your area of competence.
4. **No acceptance of gifts and or gratification, in any form.**
5. Do not use or disseminate course materials to a third party.
6. Maintain confidentiality of privileged information.
7. Speak or write to trainees in a responsible, truthful and objective manner.
8. Refrain from advertising or promoting personal or company's services or products.



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THANK
YOU