WSHCOUNCIL
Tripartite Alliance for Workplace Safety and Health

KEY ENHANCEMENTS TO THE RISK MANAGEMENT CODE OF PRACTICE

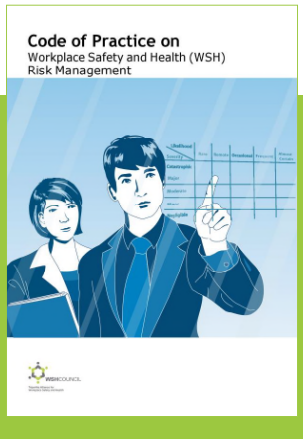
TRAINING PROVIDERS' FORUM

REVISED TO INCLUDE WORKPLACES' PREPAREDNESS FOR:

- TERRORISM SCENARIOS,
- DISEASE OUTBREAKS, AND
- MENTAL WELL-BEING

SEET CHOH SAN
CAPITALAND INVESTMENT

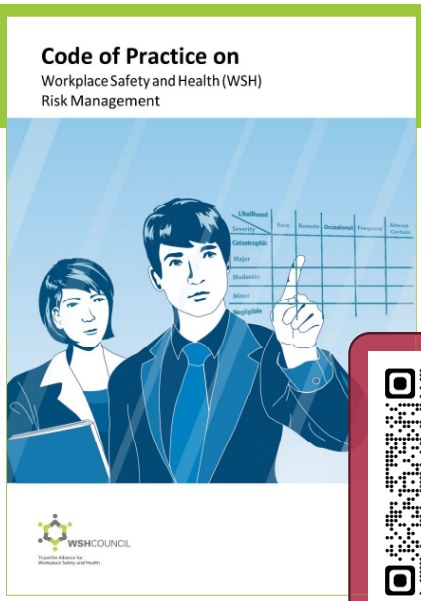
10 FEBRUARY 2022



Discussion Roadmap … | Overview | RMCPv3 Big Picture | Sample Changes | ELIMINATE the hazard | Conclusion

DOWNLOAD RMCPV3 FROM WSH COUNCIL

Year of Issue: 2011
First Revision: 2012
Second Revision: 2015
Third Revision: 2021



WSHCOUNCIL
Tripartite Alliance for Workplace Safety and Health

Terms of Reference & Team

Terms of Reference

1) To consider other available SGSecure Risk Management frameworks and incorporate appropriate elements in the RMCP.
2) To review and align the Risk Matrix for both WSH and SGSecure.
3) To review and align the Risk Assessment Form for both WSH and SGSecure.
4) To lead the launch of the revised RMCP.
5) *To consider Risk Management of disease outbreaks, including COVID-19.*
6) *To consider Risk Management of mental well-being.*

Team

- **Mr Eric Chua** MHA
- **Mr Edwin Tan** MHA
- **Ms Delphine Fong** SportSG
- **Mr Loy Chee Leng** Infinite Convergence Solutions, Inc
- **LTC Eugene Phng** SCDF
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- **Dr Kenneth Choy** MOM
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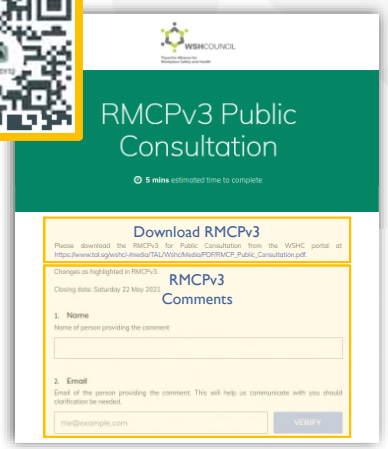
- **Ms Joanne LIM** MOM
- **Ms Lim Chevy Way** MOM
- **Mr Christopher Koh** WSH Council
- **A/P Chia Sing Eng** WSH Council
- **Ms Ong Peh Woon** WSH Council
- **Mr Cheng Yue Pan** WSH Council

Supported by:
- **Ms Tan Zi Min** WSH Council
- **Mr Han Kin Sew** WSH Council
- **Mr Edison Loh** WSH Council
- **Mr Lee Chee Wee** WSH Council

Public Consultation

https://go.gov.sg/rmcpv3

More than 50% of the comments were accepted!

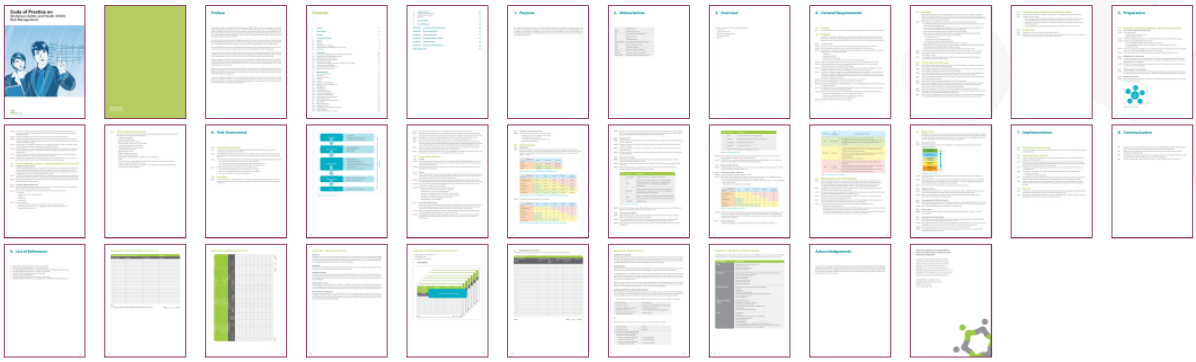


Recommendation	MOM	NUS	Public	SIA	MHA	Total	Total %
All Accept	43	13	11	1	1	69	45.7%
Modified Accept	6	1	4			11	7.3%
Decline	8	7	18	4		37	24.5%
Comment	1	13	11	3		28	18.5%
Kudos			1			1	0.7%
Invalid			5			5	3.3%
Total	58	34	50	8	1	151	100.0%

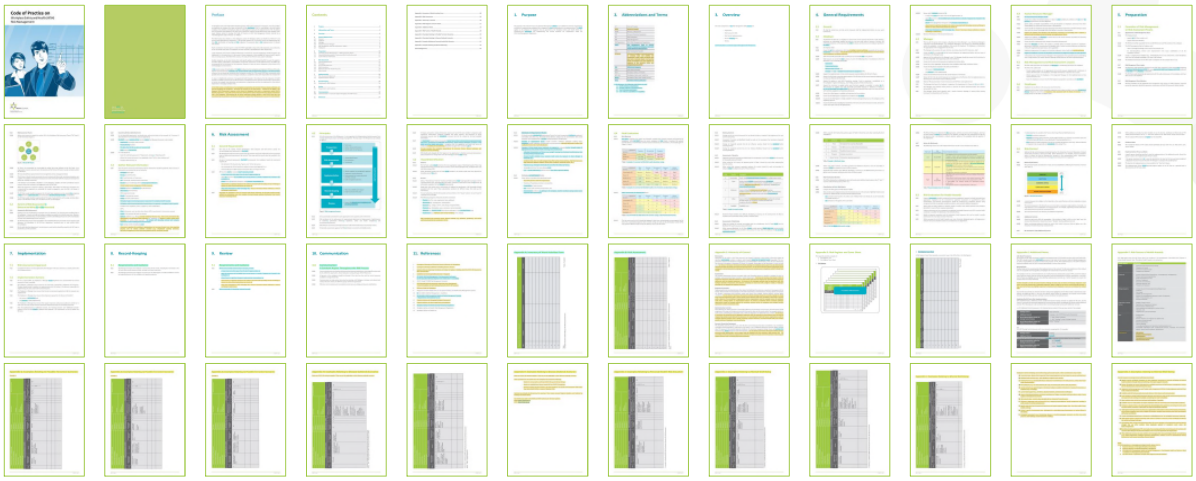
BIG PICTURE …

RMCPV3

WORKPLACES' PREPAREDNESS FOR TERRORISM SCENARIOS, DISEASE OUTBREAKS, AND MENTAL WELL-BEING.

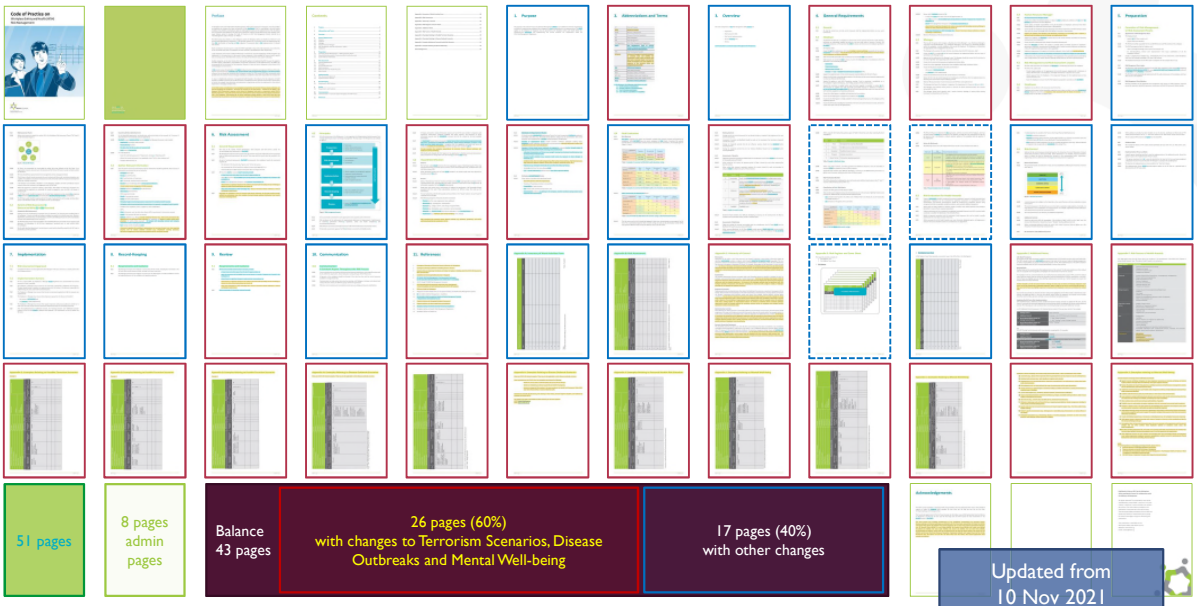


Current RMCP v2 … 34 pages



New RMCP v3 … 51 pages (+17 pages, +50%)

Updated from 10 Nov 2021 RMCP Launch



51 pages

8 pages admin pages

Balance 43 pages

26 pages (60%) with changes to Terrorism Scenarios, Disease Outbreaks and Mental Well-being

17 pages (40%) with other changes

Updated from 10 Nov 2021 RMCP Launch

SAMPLE CHANGES …

RMCPV3

WORKPLACES' PREPAREDNESS FOR TERRORISM SCENARIOS, DISEASE OUTBREAKS, AND MENTAL WELL-BEING.

SAMPLE CHANGES

TERRORISM SCENARIOS, DISEASE OUTBREAKS, AND MENTAL WELL-BEING

4.2 Employer

4.2.1 As defined in the WSH Act, an Employer is a person who, in the course of the person's trade, business, profession or undertaking, employs any person to do any work under a contract of service. The self-employed person or Principal shall also fulfillfulfil the duties and functions of an Employer specified in this CPthe RMCP.

4.2.14.2.2 An Employer shall:

4.2.14.2.2.1 Ensure that a RA is conducted on WSH risks, including to mental well-being, associated with any activity or exposure in the workplace. This should include considerations for its preparedness for terrorism threats at the workplaces and, disease outbreaks.

4.2.24.2.2.2 Take all reasonably practicable steps to eliminate any foreseeable riskrisks to any person.

4.2.2.1 Ensure that a RA is conducted on WSH risks, including to mental well-being, associated with any activity or exposure in the workplace. This should include considerations for its preparedness for terrorism threats at the workplaces and, disease outbreaks.

SAMPLE CHANGES

ALIGN LANGUAGE TO RM REGULATIONS

4.2.2.12 Review and, if necessarynecessary, revise the RA:

4.2.1.12. at least once inevery three years from the RA approval date; or

- upon any accident, incident, near miss or dangerousthe occurrence of any bodily injury to any person as a result of exposure to a hazard in the workplace; or
- whenwhere there is anya significant change in work practices or procedures; or

RM Regulations

- where there is a significant change in the workers' personal health (including mental well-being) in relation to safety critical work process or activity; or

Mental Well-being, TWSH

- when new information on WSH emerging risks, threat of terrorism, disease outbreak, or mental well-being is made known.

Terrorism, Disease Outbreaks, Mental Well-being

RM Regulations

4.2.2.12 Review and, if necessary, revise the RA:

- at least once every three years from the RA approval date; or
- upon the occurrence of any bodily injury to any person as a result of exposure to a hazard in the workplace; or
- where there is a significant change in work practices or procedures; or
- where there is a significant change in the workers' personal health (including mental well-being) in relation to safety critical work process or activity; or
- when new information on WSH emerging risks, threat of terrorism, disease outbreak, or mental well-being is made known.

Sample Changes

Non-terrorism scenarios, disease outbreaks, and mental well-being

5.1.2	**Risk Management Team Leader**
5.1.2.1	The RM Team Leader should be competent for the task. Basic competency can be attained ~~through~~by completinga Workforce Skills Qualification (WSQ) RM course approved by SkillsFuture Singapore (SSG) and conducted by ~~Workforce Development Authority (WDA) Approved~~SSG WSQ Training ~~Organisation (ATO)~~Providers, or equivalent.

Non-Focal Area

5.1.2	**Risk Management Team Leader**
5.1.2.1	The RM Team Leader should be competent for the task. Basic competency can be attained by completing a Workforce Skills Qualification (WSQ) RM course approved by SkillsFuture Singapore (SSG) and conducted by SSG WSQ Training Providers, or equivalent.

Sample Changes

Adjacent considerations

5.3 Gather Relevant Information

5.3.1 Once the extent of the RA is determined, relevant information should be gathered. These sources of information may include, but are not limited to:

- workplace layout plan;

...

...

- medical condition (e.g., allergy), mental well-being indicators such as from survey instruments like iWorkHealth and personal health indicators of employees in relation to safety critical work processes, or activity being assessed. Do comply with prevailing national and company requirements when handling personal information;
- past training records of employees;
- information regarding the workplace's preparedness for terrorism threats (e.g., Crisis reporting process), and for disease outbreak scenarios (e.g., Temperature scanning processes, Split-team arrangements, Work from Home guidance (WFH), entry/ exit controls.)

PDPA

Sample Changes

Align language within RMCP

6.1 General Requirements

6.1.1 The steps in RA, namely, Hazard Identification, Risk Evaluation and Risk Control, specify the RA methodology and requirements of this CP.

...

6.1.4 All RA entries shall be reviewed and, if necessary, revised:

- at least once every three years from the last RA approval date; or
- upon the occurrence of any bodily injury to any person as a result of exposure to a hazard in the workplace; or
- where there is a significant change in work practices, or procedures; or
- where there is a significant change in the workers' personal health (including mental well-being) in relation to safety critical work process or activity; or
- when new information on WSH emerging risks, threat of terrorism, disease outbreak, or mental well-being is made known.

6.1.5 Regarding the workplace's threat of terrorism and disease outbreaks, the Occupier should consider verified new information (e.g., new modality of attack, disease outbreak information from trusted sources) in reviewing the RA.

Employer #4.2.2.12
vs
General #6.1.4

Sample Changes

Non- terrorism scenarios, disease outbreaks, and mental well-being

6.3 Hazard Identification

6.3.1 General

6.3.1.1 The RA Team Leader ~~has to~~should determine the most appropriate way(s) of identifying hazards. These may include brainstorming, systematic process reviews, Process Hazard Analysis (PHA), Job Observations and Job Safety Analysis (JSA).

6.3.1.2 When identifying hazards, the RA Team ~~has to~~should consider if the hazards could cause harm beyond the immediate area of their work.

6.3.2 Process

6.3.2.1 Select a "Work Activity" from the "Inventory of Work Activities" form (see Appendix A) and place it in the "Risk Assessment Form" (see Appendix B) for analysis. Variations of these forms can be used, however, all information required in the ~~forms has to~~form should be documented.

6.3.2.2 Break down work activity into its sub-activities to facilitate the identification of all foreseeable hazards associated with the work. These sub-activities constitute the different steps that make up the work activity.

6.3.2.3 For each sub-activity, identify the ~~potential~~ hazard(s) and record them in the "Hazard" column. List each hazard in a separate row in the table.

Non-Focal Area

Sample Changes

Other Mix Changes

6.3.2 Process

6.3.2.1 Select a "Work Activity" from the "Inventory of Work Activities" form (see Appendix A) and place it in the "Risk Assessment Form" (see Appendix B) for analysis. Variations of these forms can be used, however,

...

...

6.3.2.4 The following categories of hazards should be considered:

- physical (e.g., fire, noise, ergonomics, heat, radiation);
- mechanical (e.g., moving parts, rotating parts);
- electrical (e.g., voltage, current, static charge, magnetic fields);
- chemical (e.g., flammables, toxics, corrosives, reactive materials);
- biological (e.g., bacteria, fungi, blood-borne pathogens, virus, microbial toxins); and
- psychosocial (e.g., employees' poor mental well-being, stress, fatigue).

Risks associated with terrorism threats, disease outbreak (e.g., epidemics, pandemics), and mental well-being should also be considered in the RA.

Sample Changes

Guide to severity rating - Severity Descriptions

Level	Severity	Description
5	Catastrophic	Death, fatal occupational disease or exposure, or multiple major injuries.
4	Major	Serious injuries, serious occupational diseases or exposure (includes amputations, major fractures, multiple injuries, occupational cancers, diagnosed mental illnesses, acute poisoning, disabilities, and noise-induced hearing loss). vs "deafness"
3	Moderate	Injury or ill-health (including mental well-being) requiring medical treatment (includes lacerations, burns, sprains, minor fractures, psychosocial stress, dermatitis, and work-related musculoskeletal disorders).vs "upper limb"
2	Minor	Injury or ill-health (including mental well-being) requiring first-aid only (includes minor cuts and bruises, irritation, ill-health with temporary discomfort, fatigue).
1	Negligible	Negligible injury.

Table 4: A guide to severity rating.

Sample Changes
Tables

Likelihood / Severity	Rare (1)	Remote (2)	Occasional (3)	Frequent (4)	Almost Certain (5)
Catastrophic (5)	5	10	15	20	25
Major (4)	4	8	12	16	20
Moderate (3)	3	6	9	12	15
Minor (2)	2	4	6	8	10
Negligible (1)	1	2	3	4	5

Risk Matrix …
No changes

Table 6: 5x5 Risk Matrix with numeric ratings.

Level	Likelihood	Description
1	Rare	Not expected to occur but still possible.
2	Remote	Not likely to occur under normal circumstances.
3	Occasional	Possible or known to occur.
4	Frequent	Common occurrence.
5	Almost certain	Continual or repeating occurrence.

Guide to severity rating …
No changes

Table 5: A guide to likelihood rating.

Risk level	Risk Acceptability	Recommended Actions
Low	Acceptable	• No additional risk control measures may be needed. • Frequent review and monitoring of hazards are required to ensure that the risk level assigned is accurate and does not increase over time.
Medium	Tolerable	• A careful evaluation of the hazards should be carried out to ensure that the risk level is reduced to As Low As Reasonably Practicable (ALARP) within a defined period. Interim risk control measures, such as administrative controls or PPE, may be implemented while longer term measures are being established. • Management attention is required.
High	Not acceptable	• High Risk level must be reduced to at least Medium Risk before work starts. There should not be any interim risk control measures. Risk control measures, such as administrative controls or PPE. • If practicable, the hazard should be eliminated before work starts. • Management review is required before work starts.

Action for risk levels …
Minor changes

Table 7: Recommended action for risk levels.

Sample Changes
References

9. List of References

1. Contingency Planning and Protective Security Advisories for Workplaces
2. Contingency Planning Guidelines for Building Owners / Tenants
3. Guidance Note on Improving Ventilation and Indoor Air Quality in Buildings Amid the COVID-19 Situation by BCA, NEA and MOH — COVID-19
4. Guidelines for Enhancing Building Security in Singapore
5. IEC 31010: 2019 Risk Management - Risk Assessment Techniques (or the equivalent identical adoption SS IEC 31010 when it is available)
6. ISO/IEC Guide 73:2009, Risk management vocabulary
7. ISO/PAS 45005:2020 Occupational health and safety management - General guidelines for safe working during the COVID-19 pandemic — ISO
8. SGSecure Guide for Workplaces — SGSecure
9. Singapore Standards SS506 series on Occupational safety and health (OSH) management systems
10. SS ISO 31000: 2018 Risk management - Guidelines
11. SS ISO 45001: 2018 Occupational health and safety management systems - Requirements with guidance for use
12. Tripartite Advisory on Managing Workplace Harassment — WSH Council
13. Tripartite Advisory on Mental Well-Being at Workplaces — WSH Council
14. Workplace Safety and Health (General Provisions) Regulations — Regulations
15. Workplace Safety and Health (Risk Management) Regulations
16. Workplace Safety and Health Act

Sample Changes
Risk Assessment Form

Department, activity, or trade assessed:
Process/Design consideration:
Process/Activity location:
Original RA date:
This RA review date:
Next RA review date:

RMCP Third Revision

HAZARD IDENTIFICATION (LOOK)

S/No	Work activity/ Sub-activity	Hazard
1		

Department:
Process:
Activity/Location:
Assessment Date:
Last review Date:
Next review Date:

RMCP Second Revision

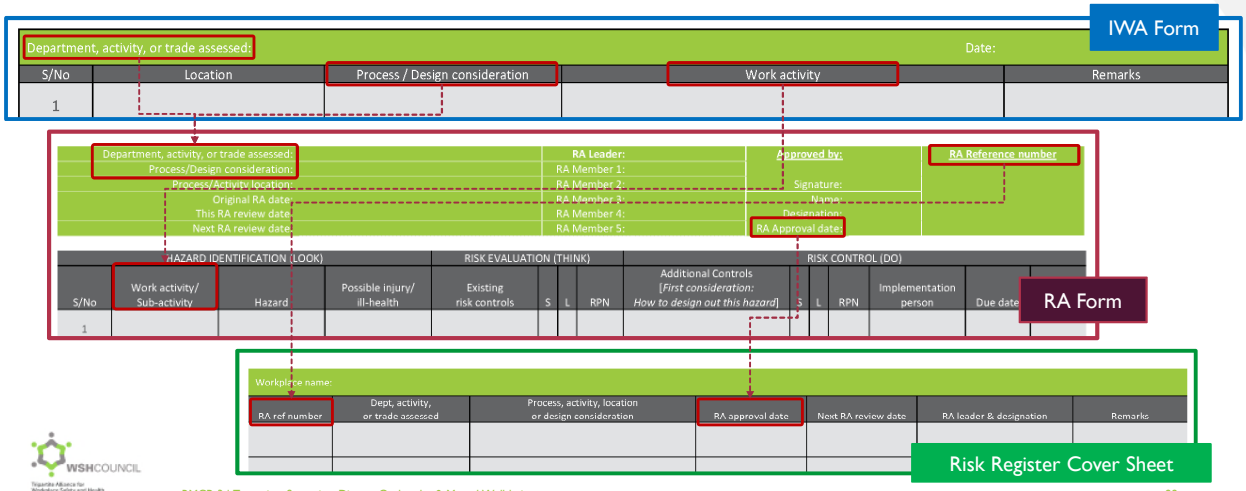
Hazard Identification				Risk E
Ref	Sub- Activity	Hazard	Possible Injury/ Ill-health	Existing Ris Controls
1				

A Leader:
ember 1:
ember 2:
ember 3:
ember 4:
ember 5:
RA Approval date:

RISK CONTROL (DO)								
RPN	Additional Controls [First consideration: How to design out this hazard]	S	I	RPN	Implementation person	Due date	Remarks

SAMPLE CHANGES

RELATED FORMS – ALIGNMENT OF NOMENCLATURE



Appendix C: Hierarchy of Control

SAMPLE CHANGES

HIERARCHY OF CONTROL EXAMPLES - TERRORISM SCENARIOS, DISEASE OUTBREAKS, AND MENTAL WELL-BEING

Elimination

Elimination of risk refers to the total removal of the worker's exposure to the hazards, effectively making all identified work-related accidents, incidents and ill-health related to the specific hazard impossible. This is a permanent solution and should be attempted first as recommended in the hierarchy. Once the risk is eliminated, the item does not appear in subsequent RA forms. For example, sharp edges can be eliminated in a store or work area. For threat of terrorism, the hazard of vehicle ramming along kerbside employee pick-up point may be eliminated by relocating the pick-up waiting area away from the main road. For the risk of infectious disease transmission in the workplace, it can be eliminated by having the infrastructure and processes to implement full Work from Home.

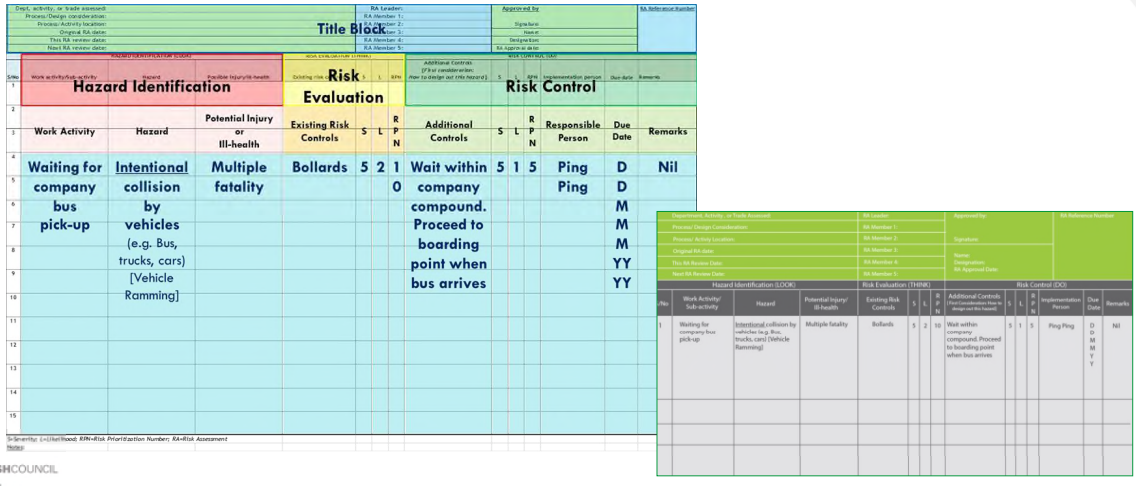
Substitution

This involves substituting a process or product with a less hazardous process or product to mitigate the risk, for example, using water-based paint instead of solvent-based paint. For threat of terrorism, the hazard of theft of dangerous substances with the intention to cause human harm, it may be mitigated by substituting the dangerous substances with less harmful substances. For instance, 30% hydrogen peroxide may be substituted with 20% hydrogen peroxide . Preparations and solutions containing not more than 20%, weight in weight, of hydrogen peroxide are not regulated as Explosive Precursors.

Appendix G: Examples relating to Possible Terrorism Scenarios

EXAMPLES

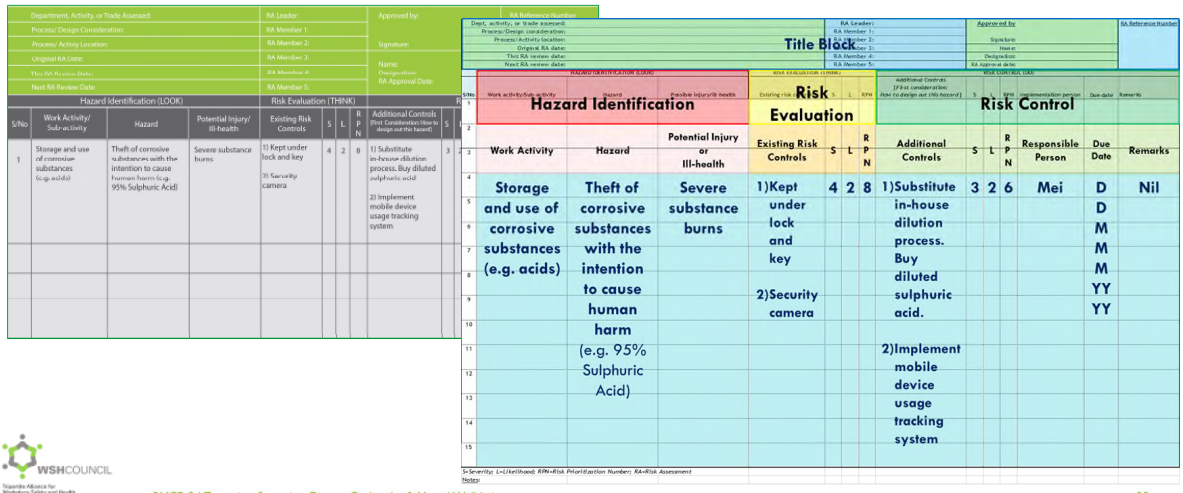
TERRORISM SCENARIOS



Appendix G: Examples relating to Possible Terrorism Scenarios

EXAMPLES

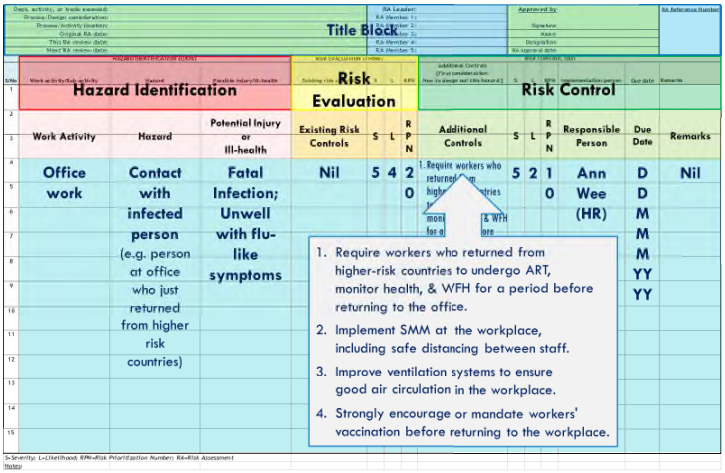
TERRORISM SCENARIOS



Appendix H: Examples relating to Disease Outbreak Scenario

EXAMPLES

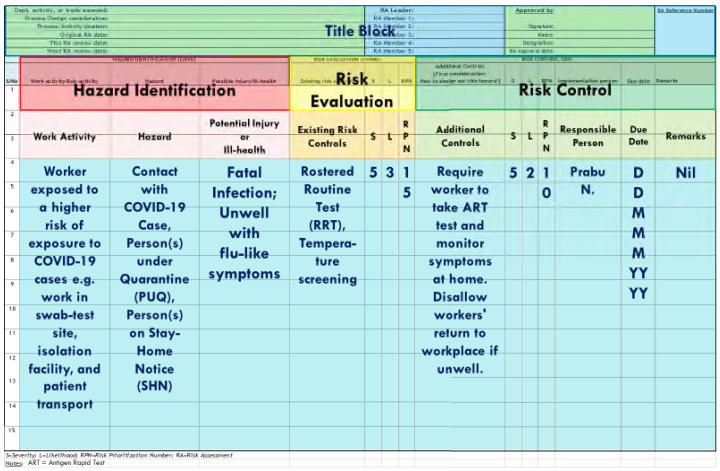
DISEASE OUTBREAKS



Appendix H: Examples relating to Disease Outbreak Scenario

EXAMPLES

DISEASE OUTBREAKS



EXAMPLES
DISEASE OUTBREAKS

Appendix H: Examples relating to Disease Outbreak Scenarios

COVID-19 Related examples. May not be applicable to other disease outbreak scenarios.

Other considerations for COVID-19 at the workplace may include the following:

- Worker in contact with a confirmed COVID-19 case in the last 14 days.
- Worker on medical leave (doctor issued MC) for COVID-19 symptoms.
- Person(s) staying with the worker in the same residence are issued with QO, SHN, or LOA (Quarantine Order, Stay-home Notice, Leave of Absence).

Controls may include Safe Distancing, the wearing of facemasks, personal hygiene discipline, and isolation by Working from Home (WFH).

For COVID-19, do refer to the MOM and MOH websites for the latest updates.
MOM: https://mom.gov.sg
MOH: https://moh.gov.sg

EXAMPLES
TOTAL WSH – PERSONAL HEALTH RISK SITUATION

Title Block

	Hazard Identification			Risk Evaluation					Risk Control						
S/No	Work Activity	Hazard	Potential Injury or Ill-health	Existing Risk Controls	S	L	RPN		Additional Controls	S	L	RPN	Responsible Person	Due Date	Remarks
1	Tower Crane Lifting Operation	Runaway crane operation with unconscious operator (e.g. Operator with uncontrolled high-blood pressure)	Fatality	Medical examination for crane operators age 50 and above	5	3	15		Job redesign for operators with such chronic conditions. Regular Health Screening with close follow-up. Targeted wellness programs for persons with chronic health conditions	5	2	10	Kannan M.	DD MM YY YY	Nil

S-Severity; L-Likelihood; RPN-Risk Prioritization Number; RA-Risk Assessment

EXAMPLES
MENTAL WELL-BEING

Title Block

	Hazard Identification			Risk Evaluation					Risk Control						
S/No	Work Activity	Hazard	Potential Injury or Ill-health	Existing Risk Controls	S	L	RPN		Additional Controls	S	L	RPN	Responsible Person	Due Date	Remarks
1	Review employees' workload	Excessive workload or work pace	Job burnout, stress and anxiety	Surveys on employee mental well-being e.g. iWorkHealth	3	4	12		Implement protected time (Company-wide time out); Assist worker in setting healthy boundaries between work and non-work time.	3	2	6	Samuel Wiseman	DD MM YY YY	Nil

S-Severity; L-Likelihood; RPN-Risk Prioritization Number; RA-Risk Assessment

EXAMPLES

MENTAL WELL-BEING

Title Block

	Hazard Identification			Risk Evaluation				Risk Control						
	Work Activity	Hazard	Potential Injury or Ill-health	Existing Risk Controls	S	L	RPN	Additional Controls	S	L	RPN	Responsible Person	Due Date	Remarks
1	Organisation Restructuring	Job insecurity; Role ambiguity	Stress and anxiety	Regular updates about the restructuring exercise	3	4	12	Enable regular confidential meetings to discuss job security or role ambiguity issues. Provide confidential access to counsellors to support stress and anxiety management.	3	2	6	Ruth Koh	D D M M M YY YY	Nil
2														
3														
4														
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6														
7														
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10														
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12														
13														
14														
15														

S-Severity; L-Likelihood; RPN-Risk Prioritization Number; RA-Risk Assessment

EXAMPLES

MENTAL WELL-BEING – OTHER CONSIDERATIONS

Employee's mental well-being can be affected by psychosocial hazards. Other considerations may include: **Hazards**

- Uncertainty (e.g., about what is expected, how long arrangements can last, impact on pay or working hours).
- Workload and work pace (e.g. tight deadlines, irregular work volume).
- Working hours (e.g., unpredictable hours, reduced or extended hours, new shift patterns, unclear after-work hours communication).
- Role ambiguity (e.g., no clearly defined job scope, increasing roles within same job position).
- Lack of control (e.g., rapid changes in risk levels, leading to sudden enforcement or easing of restrictions or amended ways of working).
- Lack of social support (e.g., loneliness, physical isolation, communication challenges).
- Impacts of prolonged isolation and remote working (e.g., fatigue, unsuitable working conditions, lack of social support, overexposure to screens).
- Job insecurity (e.g., concern about possible job loss, domestic financial issues).
- Difficulty in balancing work and home life (e.g., caregiving responsibilities, family emergencies, needing to work outside of normal working hours).
- Specific roles that have circumstantial pressures and require targeted support (e.g., front-line, public facing, mobile working).
- Worker's specific circumstances (e.g., belonging to a vulnerable group, bereavement, or serious illness in the family).
- Workplace harassment (e.g., Threatening, abusive, or insulting language, comments or other non verbal gestures; Cyber bullying; Sexual harassment; Stalking).

EXAMPLES

MENTAL WELL-BEING – POSSIBLE CONTROLS

Control measures to manage mental well-being may include: **Controls**

- Appoint mental well-being champions to raise employees' awareness on mental well-being and mental health conditions through talks and workshops. Form peer-support networks.
- Review HR policies to ensure hiring practices, workplace practices and performance management systems are non-discriminatory and merit-based in nature.
- Implement and encourage take up of flexible work arrangements (FWAs) to help employees meet both their work and personal demands.
- Establish work-life harmony policy to provide clarity on after-hours work communication.
- Assist workers in setting healthy boundaries between work and non-work time by communicating when they are expected to be working and available, considering the need for flexibility.
- Allow workers more control over work pace and deadlines, if possible.
- Establish return-to-work policies to support employees who are recovering from mental health conditions.
- Promote a culture of trust, care and support by acknowledging that experiences are unique to every work and that workers' anxieties, or difficulties are valid and should be respected.
- Enable regular meetings (remote or physical, as appropriate) to discuss issues and anxieties and to agree ways to support the worker and ensure the workers that the conversations will be kept confidential.
- Provide whistleblowing platforms or nominate an Ombudsperson e.g., for Workplace Harassment reporting.
- Hold regular remote or physical meetings with teams of workers to check in on their workload and identify the mental well-being landscape.
- Give regular, clear, and accurate information about the current situation in the organization and planned changes that can affect workers. Keep employees updated of company's work, salary and leave arrangements.
- Consider providing appropriate PPE, masks, face coverings and other control measures for workers with concerns about being in the physical workplace, even if it is not required by the organization.
- Offer additional resources to assist workers with managing their own psychological health and well-being (e.g., online programmes, employee assistance programmes, websites, access to professionals offering bereavement and trauma counselling, financial advice).

Sources:
1) Tripartite Advisory on Managing Workplace Harassment.
2) Tripartite Advisory on Mental Well-Being at Workplaces.
3) ISO 45003:2021 Occupational health and safety management - Psychological health and safety at work - Guidelines for managing psychosocial risks.
4) ISO 10075 series Ergonomic principles with regard to mental workload.

EXAMPLES

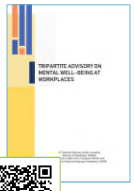
MENTAL WELL-BEING – FURTHER RESOURCES

Articles

Posters

Playbook on Workplace Mental Well-being

TA on Mental Well-being at Workplaces

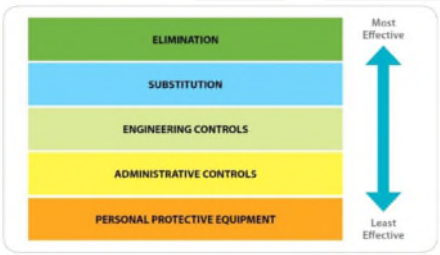


Workplace Mental Well-being Campaign 2021 Micro-site

Do check out the campaign videos and interviews too!

EXAMPLES

MENTAL WELL-BEING – FURTHER RESOURCES



MOVING UP THE HIERARCHY … ELIMINATE THE HAZARD

RMCPV3

WORKPLACES' PREPAREDNESS FOR TERRORISM SCENARIOS, DISEASE OUTBREAKS, AND MENTAL WELL-BEING.

WORKPLACE SAFETY AND HEALTH ACT
(CHAPTER 354A, SECTION 65)

WORKPLACE SAFETY AND HEALTH (RISK MANAGEMENT) REGULATIONS

Rg 8

G.N. No. S 141/2006

REVISED EDITION 2007

(1st October 2007)

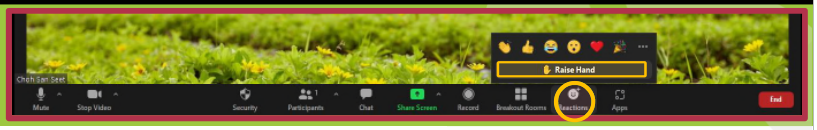
[1st September 2006]

LAW …

RISK MANAGEMENT REGULATIONS

MOVING UP THE HIERARCHY … ELIMINATE THE HAZARD

TRUE OR FALSE …



To first consider elimination of hazard is a requirement of the law.

WSH (RISK MANAGEMENT) REGULATIONS

REGULATION 4

Elimination and control of risk

4.—(1) In every workplace, the employer, self-employed person and principal shall take all reasonably practicable steps to eliminate any foreseeable risk to any person who may be affected by his undertaking in the workplace.

(2) Where it is not reasonably practicable to eliminate the risk referred to in paragraph (1), the employer, self-employed person or principal shall implement —

(*a*) such reasonably practicable measures to minimise the risk; and

(*b*) such safe work procedures to control the risk.

WSH (RISK MANAGEMENT) REGULATIONS
REGULATION 4

To first consider elimination of hazard - is it a requirement of the law?

(2) Where it is not reasonably practicable to eliminate the risk referred to in paragraph (1), the employer, self-employed person or principal shall implement —

(*a*) such reasonably practicable measures to minimise the risk; and

(*b*) such safe work procedures to control the risk.

(3) The measures referred to in paragraph (2)(*a*) may include all or any of the following:

(*a*) substitution;

(*b*) engineering control;

(*c*) administrative control;

(*d*) provision and use of suitable personal protective equipment.

RMCP …

MOVING UP THE HIERARCHY
… ELIMINATE THE HAZARD

RMCPv3 EXAMPLES … HAZARD ELIMINATION
PAGE 30

Terrorism

WSH

Disease Outbreak

Appendix C: Hierarchy of Control

Elimination

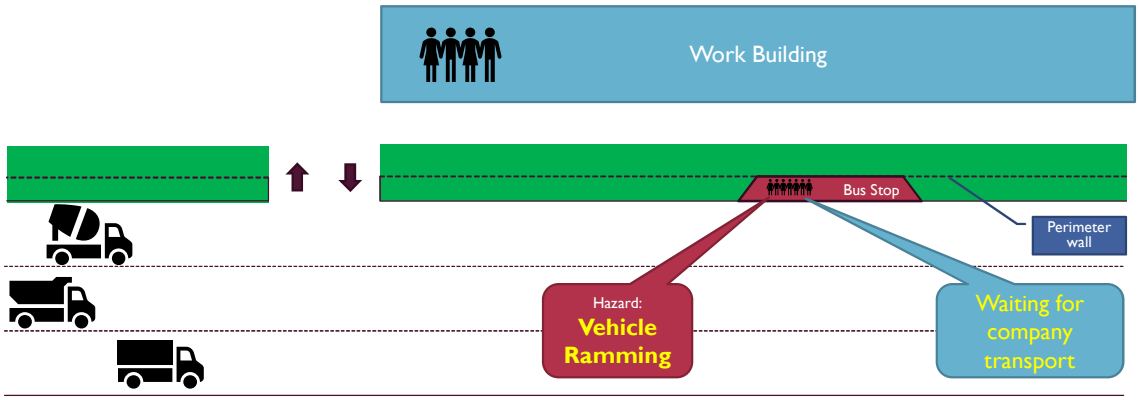
Elimination of risk refers to the total removal of the worker's exposure to the hazards, effectively making all identified work-related accidents, incidents and ill-health related to the specific hazard impossible. This is a permanent solution and should be attempted first as recommended in the hierarchy. Once the risk is eliminated, the item does not appear in subsequent RA forms. For example, sharp edges can be eliminated in a store or work area. For threat of terrorism, the hazard of vehicle ramming into employee pick-up point may be eliminated by relocating the pick-up waiting area away from the main road. For the risk of infectious disease transmission in the workplace, it can be eliminated by redesigning the infrastructure and processes to implement full WFH (Work from Home).

HAZARD ELIMINATION … 4 EXAMPLES

Example: Terrorism Scenario

(RMCPv3 Appendix G Example 1, Page 35)

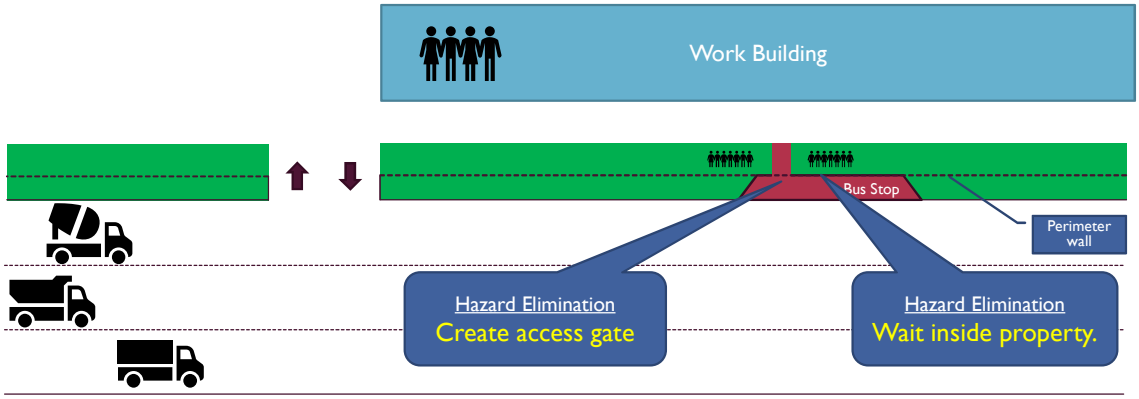
1



Example: Terrorism Scenario

(RMCPv3 Appendix G Example 1, Page 35)

1



Example: Terrorism Scenario
(RMCPv3 Appendix G Example 1, Page 35)

1

Hazard Identification (LOOK)				Risk Evaluation (THINK)				Risk Control (DO)						
S/No	Work Activity/ Sub-activity	Hazard	Potential Injury/ Ill-health	Existing Risk Controls	S	L	RPN	Additional Controls [First Consideration: How to design out this hazard]	S	L	RPN	Implementation Person	Due Date	Remarks
1	Waiting for company bus pick-up	Intentional collision by vehicles (e.g. Bus, trucks, cars) [Vehicle Ramming]	Multiple fatality	Bollards	5	2	10	Wait within company compound. Proceed to boarding point when bus arrives	5	1	5	Ping Ping	DDMMYY	Nil

Example: Disease Outbreak
(RMCPv3 Appendix G Example 1, Page 40)

2

Hazard Identification (LOOK)				Risk Evaluation (THINK)				Risk Control (DO)						
S/No	Work Activity/ Sub-activity	Hazard	Potential Injury/ Ill-health	Existing Risk Controls	S	L	RPN	Additional Controls [First Consideration: How to design out this hazard]	S	L	RPN	Implementation Person	Due Date	Remarks
1	Office work	Contact with infected person (e.g. person at office who just returned from higher risk countries)	Fatal Infection; Unwell with flu-like symptoms	Nil	5	4	20	1. Require workers who returned from higher-risk countries to undergo ART, monitor health and WFH for a period before returning to the office. 2. Implement SMM at the workplace, including safe distancing between staff. 3. Improve ventilation systems to ensure good air circulation in the workplace. 4. Strongly encourage or mandate workers' vaccination before returning to the workplace.	5	2	10	Ann Wee (HR)	DDMMYY	Nil

Hazard:
Contact with infected person who just returned from higher risk country

Elimination?

Work-from-Home?

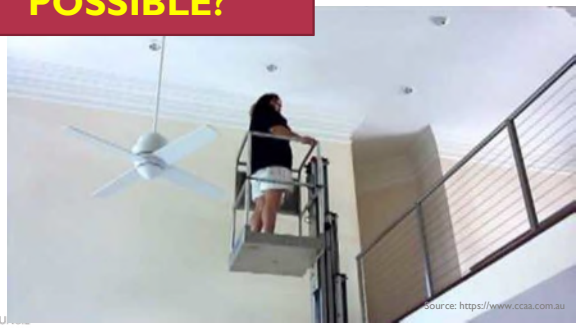
S=Severity; L=Likelihood; RPN=Risk Prioritisation Number; RA=Risk Assessment
Notes: ART = Antigen Rapid Test, SMM = Safe Management Measures (SMM)

Example: Workplace Safety
(Fall-from-Height - FFH)

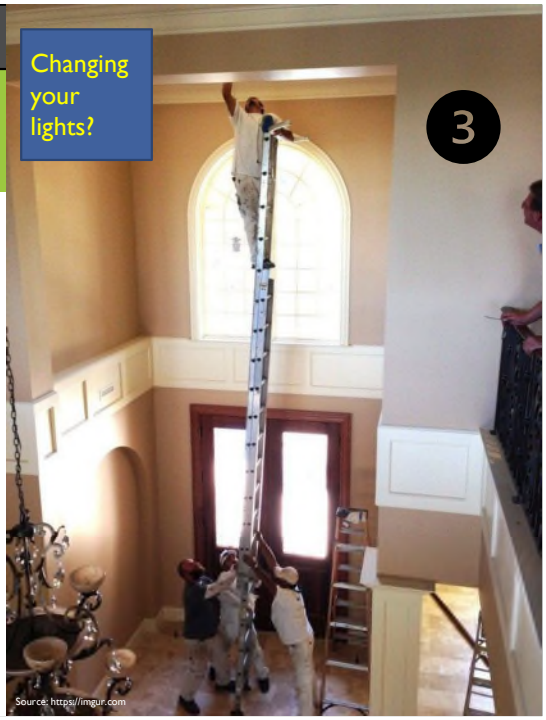
3

Hazard: Fall-from-Height (FFH)

Is hazard elimination **POSSIBLE?**



Changing your lights?



Example: Workplace Safety
(Fall-from-Height - FFH)

3

Hazard: Fall-from-Height (FFH)

Is <u>hazard elimination</u> POSSIBLE?

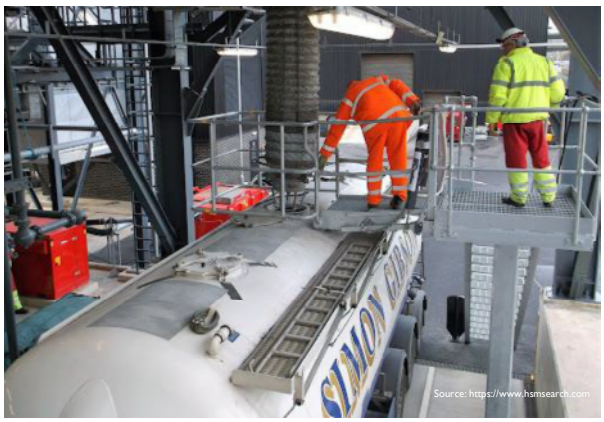
Source: https://www.amazon.com

Example: Workplace Safety
(Fall-from-Height - FFH)

4

Example: Workplace Safety
(Fall-from-Height - FFH)

4



Example: Workplace Safety
(Fall-from-Height - FFH)

4

Example: Workplace Safety
(Fall-from-Height - FFH)

4

Is hazard elimination **POSSIBLE?**

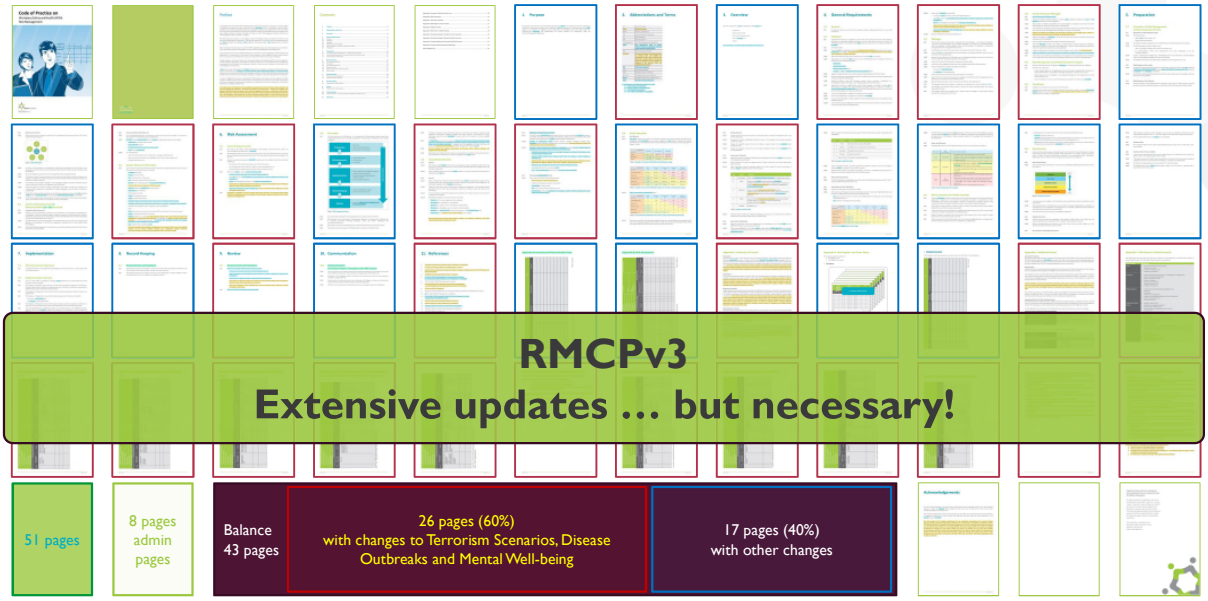
Task:
Insert hose here to fill ISO tank

Example: Workplace Safety
(Fall-from-Height - FFH)

4

ISO tanker "bottom feeder"

Engage your suppliers!



RMCPv3
Extensive updates … but necessary!

51 pages

8 pages admin pages

Balance 43 pages

26 pages (60%) with changes to Terrorism Scenarios, Disease Outbreaks and Mental Well-being

17 pages (40%) with other changes

THANK YOU.

RMCPv3 Working Group