

WAH Symposium 2023



MINISTRY OF
MANPOWER

Adeline Chang

Occupation Safety and Health Division

21 February 2023



A Great Workforce A Great Workplace

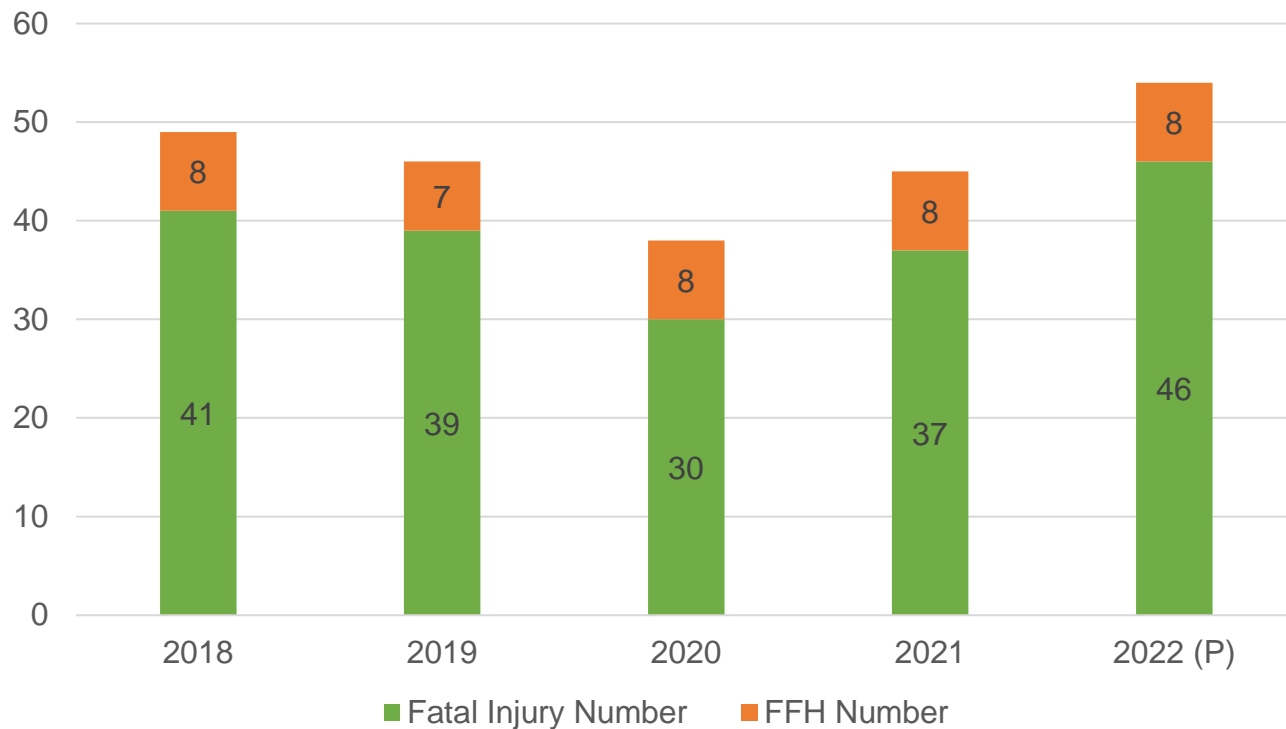
Overview

- ❑ WSH Performance 2022
- ❑ Recap on Stiffer Penalties/ Heightened Safety Period
- ❑ Common Inspection Findings
- ❑ 3 Case Studies on WAH Fatal Accidents
 - ❑ Synopsis of accident
 - ❑ Investigation findings
 - ❑ Lessons learnt



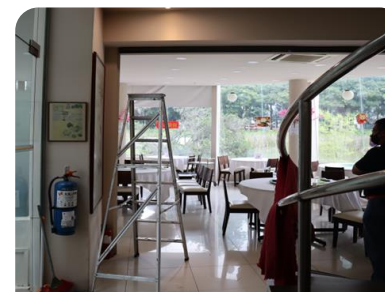
WSH Statistics 2022

Workplace Fatal Injuries 2018 – 2022^P



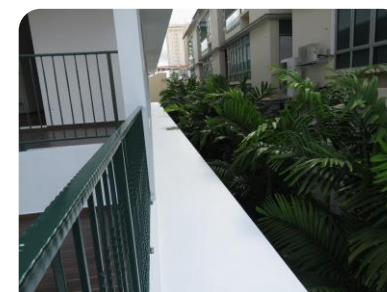
(p): Preliminary

Fatal Injuries Type



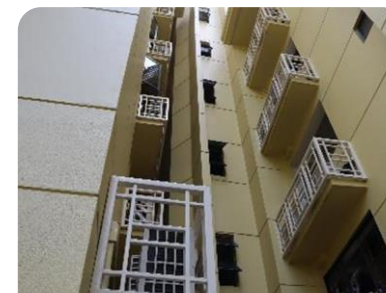
Fall From
Ladder

2



Fall From
Structure

4



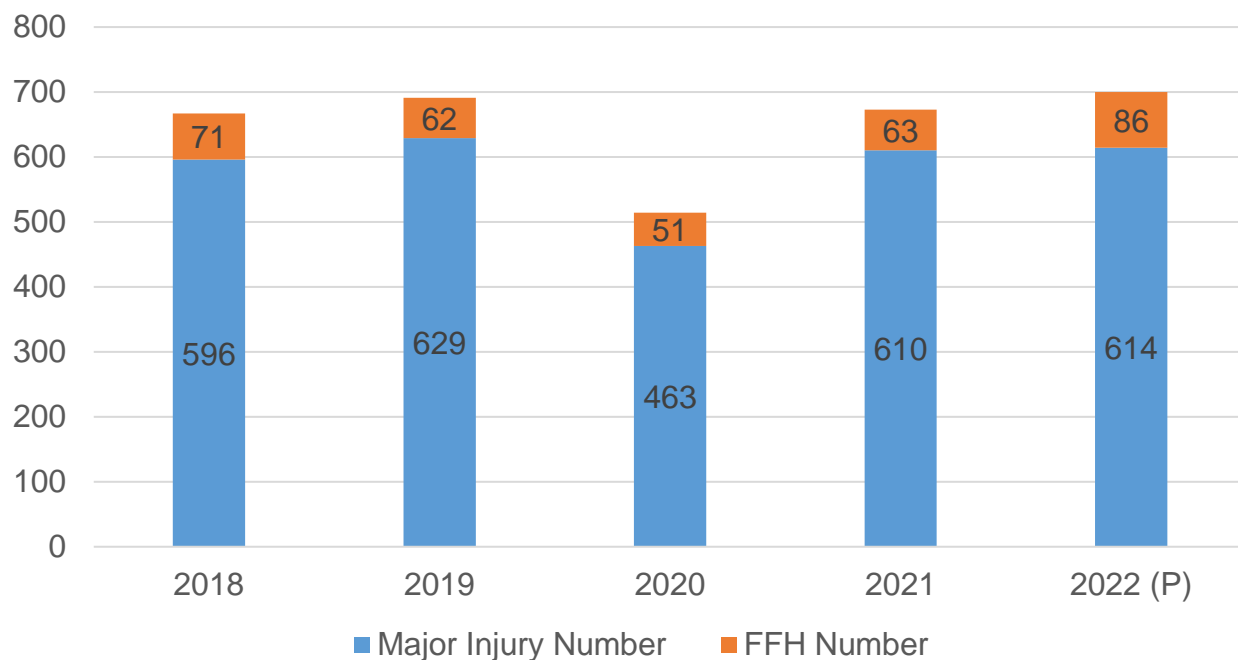
Fall From
Roof

2



WSH Statistics 2022

Workplace Major Injuries 2018 – 2022^P



(p): Preliminary

Top 3 Accident Type



Fall From
Ladder

1



Fall From
structure

2



Fall From
Scaffold

3



Stiffer Penalties imposed from 14 Jun 22

RECAP



Stiffer penalties for companies with poor workplace safety after spike in fatalities

Source: Straits Times
Article Date: 14 Jun 2022
Author: Aqil Hamzah

Enhanced enforcement measures are being introduced in the wake of a spike in workplace fatalities such as the doubling of composition fines for offences observed during safety inspections, up to a maximum of \$5,000.

Companies with poor workplace safety and health (WSH) performance will incur stiffer penalties from Tuesday (June 14).

These include the doubling of composition fines for offences observed during safety inspections, up to a maximum of \$5,000, the Ministry of Manpower (MOM) said.

Companies that have been issued stop-work orders or have had workers experiencing major injuries will

The following measures are enforced:

- Composition fines will be doubled, up to a maximum of \$5,000.
- Companies that had fatal or major injuries must engage external auditors to conduct a thorough review of their system of WSH controls and implement measures to prevent recurrence.
- Companies issued with Stop Work Order (SWO) must engage external auditors to conduct a thorough review of their WSH management systems before the SWO is lifted.

Published 14 June 2022

Heightened Safety Measures

New Measures to Improve Workplace Safety and Health

The Ministry of Manpower (MOM) will partner and help industries and companies to be safer and adopt a stronger strategy. MOM is implementing Heightened Safety measures from 1 Sep 2022 to complement ongoing efforts. Here are the new measures:

1

Six-month "Heightened Safety" period from 1 Sep 2022 - 28 Feb 2023

- Debar companies from employing new foreign employees for up to three months, and require Chief Executives to personally account to MOM and take responsibility for rectifications, if serious workplace safety and health (WSH) lapses are found following serious or fatal workplace accidents
- Mandatory Safety Time-Out for companies¹ in high-risk industries or performing high risk activities involving use of heavy or industrial vehicles. They must allocate time between 1 Sep - 15 Sep to review their safety procedures



2

Expand scale of StartSAFE to support companies in improving WSH practices and processes

- Facilitate access to WSH consultants to companies to identify WSH risks and implement good WSH practices



3

Disqualification Framework and Revised Demerit Points System for Construction Sector (from 1 Oct 2022)

- New harmonised disqualification criteria across public sector construction tenders. Contractors with poor WSH performance will be temporarily disqualified from these tenders
- Lower threshold for issuing demerit points, resulting in companies with consistently poor WSH performance being debarred from employing new foreign employees for up to two years



4

New Multi-Sectoral Workplace Safety Taskforce

- Set up new taskforce with representatives from key government agencies²
- Examine and strengthen sectoral safety practices and outcomes
- Advised by external panel comprising industry experts and WSH consultants



¹Construction, Manufacturing, Marine, Process and Transport & Storage

²Ministry of National Development, Ministry of Sustainability and the Environment, Ministry of Transport and Ministry of Trade and Industry

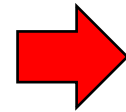
Brought to you by:



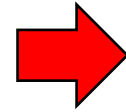
Heightened Safety Period (HSP)



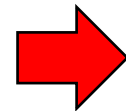
1 Sep 2022 to 28 Feb 2023



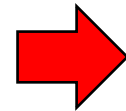
Debar companies from employing new foreign employees for up to three months and require Chief Executives to personally account to MOM and take responsibility for rectifications



Strengthened support for SMEs who need help to improve their WSH practices and processes, through the expansion of StartSAFE



Targeted measures for the construction sector - Disqualification framework and Revised Demerit Point System



Set up of Multi-Agency Workplace Safety Taskforce

Extension of HSP from 1 March to 31 May 2023

Additional Measures

- **Require CEOs and Board of Directors to attend a mandatory half-day in-person WSH training course**, for companies found to have serious WSH lapses following serious or fatal workplace accidents.
- **Increase maximum fines from \$20,000 to \$50,000** for breaches of WSH Act Subsidiary Legislation that could result in death or serious bodily injury, in order to enhance deterrence for WSH Act breaches.
- **Empower workers by raising awareness of the various channels to report WSH concerns and providing protection for workers who speak up.**
- **Introduce bite-sized versions of WSH guidance materials** to better support all companies, in particular SMEs, in instilling a stronger safe operations culture. This is in addition to the earlier expansion of the StartSAFE programme to better support SMEs





MINISTRY OF
MANPOWER

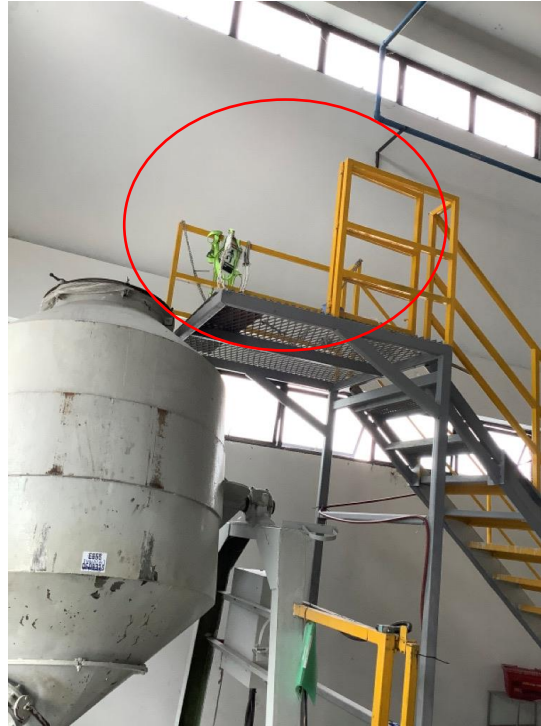




Unsafe Working at height at Residential building



Unsafe Working at height in the Factory/warehouse



Case Study

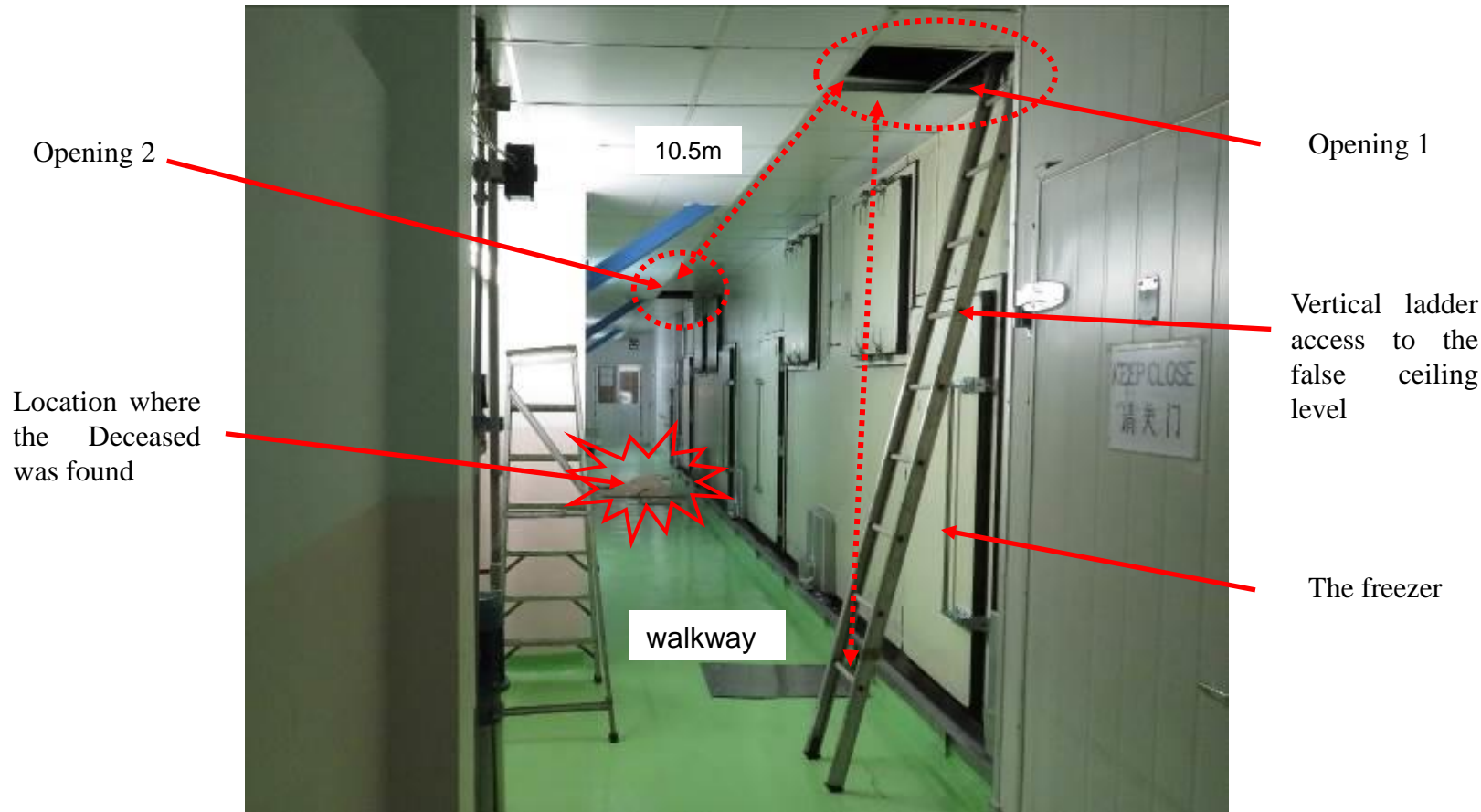
Case Study 1 – Fall through false ceiling

Case Study 2 – Fall from container

Case Study 3 – Fall from ladder



Case study 1 – Fall thru False Ceiling



Photograph showing the overview of the accident location

What

- The worker tasked by his employer to replace a solenoid coil for a refrigerator system at the occupier's premises

Where

- Above the false ceiling

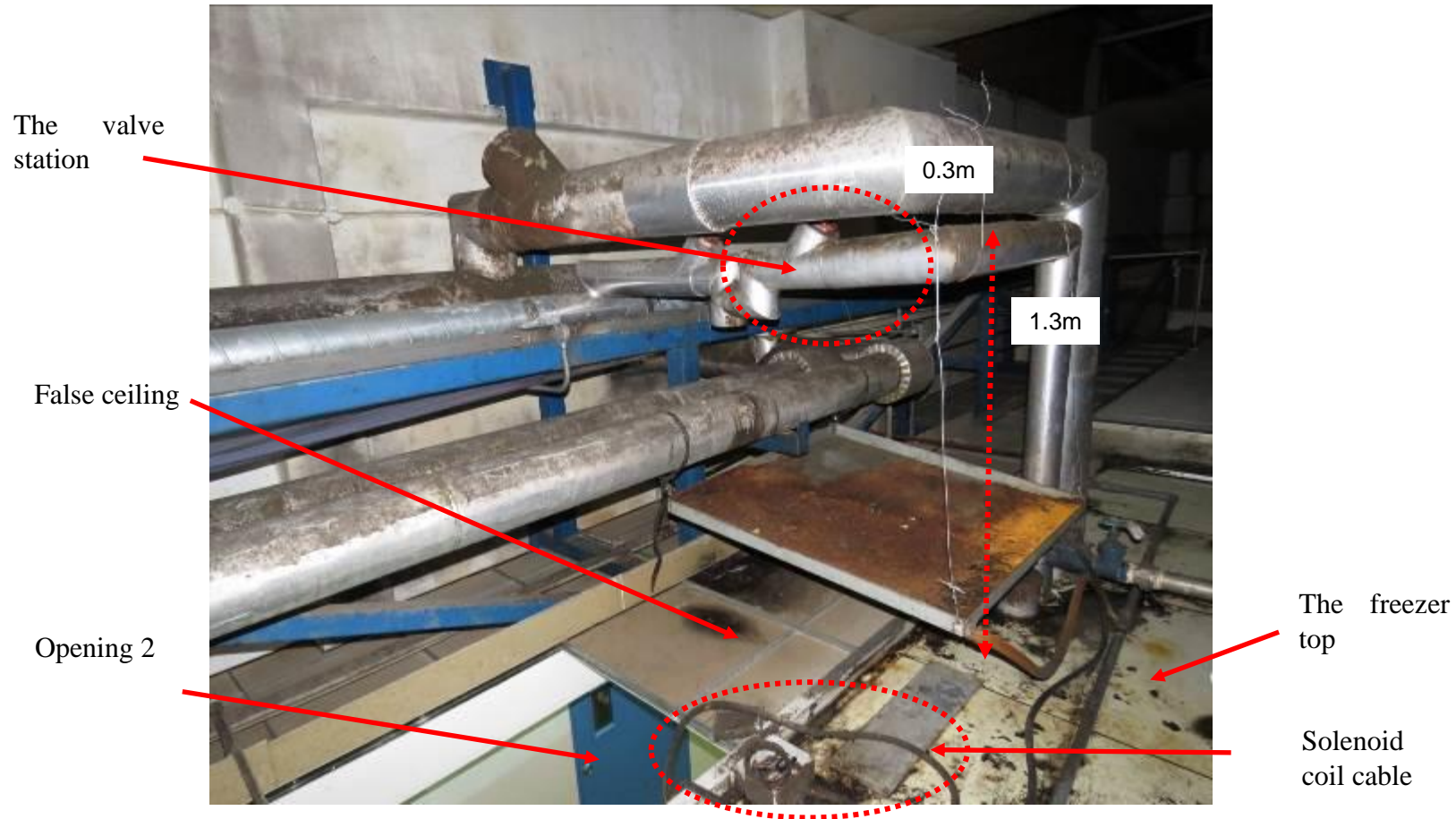
How

- He climbed onto the false ceiling through opening 1 using a cat ladder that he found at the premises

Why did it happen?



Investigation Findings



Photograph showing the valve station situated above opening 2



Investigation Findings

- ❑ Safe access to/egress from the false ceiling level (e.g. a vertical fixed ladder) was not provided for the workers and their contractors including the Deceased when servicing and maintenance works were carried out.
- ❑ The perimeter of the freezer top had no demarcation or barricades to warn persons of the fragile false ceiling beyond it, especially when the false ceiling was of the same level and similar colour to the freezer top.
- ❑ Lighting provided at the false ceiling level was also inadequate (below the recommended 50lux stipulated in the SS531: Part 1: 2006, Code of Practice for Lighting of Workplaces).

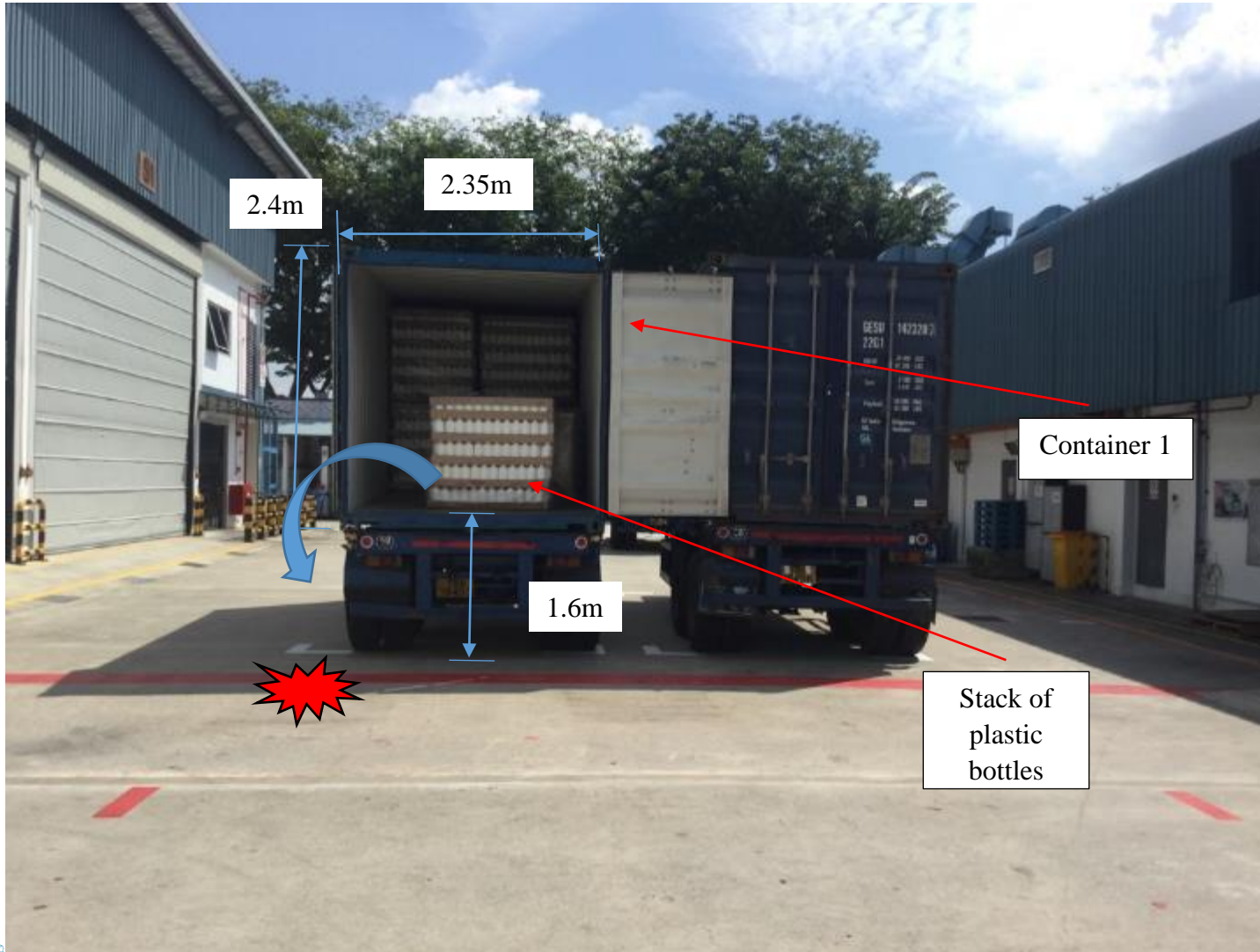


Lessons Learnt

Risk Assessment	<ul style="list-style-type: none">• RA should consider hazards posed by the work activities of installing and replacing existing refrigeration equipment
Safe Work Procedures	<ul style="list-style-type: none">• Ensure effective control measures to prevent fall from height i.e. effective barrier or fall restraining devices
Awareness	<ul style="list-style-type: none">• Employees to be made aware of the fragile surface and the importance of working in safe manner
Equipment	<ul style="list-style-type: none">• Ensure sufficient lighting at the work area



Case study 2 – Fall from Container



What

- He was shifting stacks of empty plastic bottles towards the edge of the container to be unloaded by a forklift, when he fell backwards over the edge of the container. He landed on his back before hitting his head on the ground.

Where

- In a container within a yard

How

- It was most probable that one of the stacks that the Deceased was unloading had fallen and the Deceased had moved back in an attempt to evade it when he fell backwards.

Why did it happen?



Deceased fell from Container - captured by CCTV

(a)



(b)



(c)



Investigation Findings

- ❑ No proper risk assessment in relation to the work that the Deceased was going to carry out. Therefore, the hazards in connection with the work in order to implement the relevant measures to minimize or control the risks was not identified.
- ❑ Adopted unsafe work method by pulling the top stack to the edge of the bottom stack; support the weight of the top stack with his upper back and slowly bring it to about 0.5m to 0.7m away from the edge of the container before the forklift could shift it away.



Lessons Learnt

Risk Assessment	<ul style="list-style-type: none">• RA should consider hazards posed by the work activities of loading and unloading of goods from container.
Safe Work Procedures	<ul style="list-style-type: none">• Ensure effective control measures to prevent fall from height i.e. proper unloading methods
Awareness	<ul style="list-style-type: none">• Employees to be made aware of risk of loading/unloading of goods from container i.e. falling from heights, struck by falling objects.



Case study 3 – Fall from ladder



- **What**
- The Deceased and a co-worker were tasked to store some goods (empty luggage) on the mezzanine within the premises.
- **Where**
- He was working on the mezzanine level
- **How**
- While descending from the mezzanine, he fell together with the ladder and landed on the ground.

Why did it happen?



Investigation Findings



Lessons Learnt

Risk Assessment	<ul style="list-style-type: none">• RA should consider hazards posed by the work activities of storing and retrieving of luggage at the mezzanine level
Safe Work Procedures	<ul style="list-style-type: none">• Ensure effective control measures to prevent fall from height i.e. safe mean of access
Awareness	<ul style="list-style-type: none">• Employees to be made aware of safe use of ladder and hazards of falling from heights.



Thank You

-  www.mom.gov.sg
-  [SGMinistryofManpower](#)
-  [SGMinistryofManpower](#)
-  [MOMsingapore](#)
-  [Ministry of Manpower](#)



A Great Workforce A Great Workplace