

MARCH 2022

# shine



S A F E T Y + H E A L T H I N V O L V E S E V E R Y O N E



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WHAT'S NEW:  
NEW RESOURCES



The Workplace Safety and Health (WSH) Council was established on 1 April 2008 to raise workplace safety and health standards in Singapore. The Council comprises leaders appointed from major industry sectors, government, unions, employers as well as professionals from the legal, insurance and academic fields. The Council's key thrusts are to build industry capabilities to better manage WSH, to promote safety and health at work, to recognise companies with good WSH records and to set acceptable WSH practices. There are eight industry committees focusing on the areas of construction and landscaping, healthcare, logistics and transport, marine works, chemical, metalworking, manufacturing, facilities management and hospitality and entertainment. Three functional committees have also been formed to identify, champion and implement initiatives in the areas of engagement and outreach, workplace health and industry capability-building.

SHINE is a quarterly newsletter that provides workplace safety and health updates.

For contributions, feedback, or more information, please email [contact@wshc.sg](mailto:contact@wshc.sg)

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# WSH Awards and bizSAFE Awards

jointly organised for the first time

The Workplace Safety and Health (WSH) Awards and the bizSAFE Awards took place jointly for the first time ever, on a new virtual platform, on 29 July 2021. Organised by the WSH Council and the Ministry of Manpower (MOM), the event saw a total of 256 award recipients commended for their leadership, commitment, and outstanding achievements in WSH, as well as for helping ensure that over 130,000 workers return home safe and healthy every day.

Out of 256 award recipients, 229 received the WSH Awards, which acknowledge companies and individuals for their excellent efforts in ensuring the workplace safety and health of its employees. The remaining 27 award recipients were presented with the bizSAFE Awards, which recognise companies and individuals for raising WSH standards and practices, as well as for promoting WSH improvements to their business partners and contractors.

Almost 800 attendees visited the **virtual platform** and had fun discovering its different features. In particular, its virtual auditorium allowed them to watch live-streamed speeches by Dr Tan See Leng, Minister for Manpower, and Mr John Ng, Chairman of the WSH Council. They could also visit the Award Recipients' Hall of Fame to see the quotes, writeups and videos of 23 award recipients from various categories. In addition, visitors to the microsite could snap a photo of themselves at the virtual photobooth and share their congratulatory notes on the message board.

Read **more**.

Read more about **bizSAFE and its benefits**.



**Click to access the Awards 2021 microsite:**



**WSH Awards and bizSAFE Awards 2021 microsite**

# Placing Safety Above All Else

***Why Testing Inspection & Solution prizes safety above all things, and what it does for its workers***



A proud recipient of the WSH Performance (Gold) Award in 2021, Testing Inspection & Solution (TIS), has gone to extraordinary lengths in creating a safe and healthy workplace, both physically and mentally, for its workers.

TIS's services cover heat treatment, bolting services, and hardness testing, all of which come with their own risks. Workers working with heat treatment are exposed to fibre dust and other dangers such as fires. In providing bolting services, workers are subject to risks arising from manual handling, falling objects and pinch points. Those carrying out hardness testing operations will have to be extra watchful for pinch points and falling objects.

To ensure a safe workplace and promote a strong safety culture, TIS drew up a comprehensive checklist to cover as much ground as possible. All workers are expected to comply with the procedures and standards detailed in the Health, Safety, Security and Environment (HSSE) management system. They are also required to follow work safety procedures and conduct risk assessments of their work activities. HSSE training and programmes are also regularly organised alongside HSSE performance reviews, inspections and audits.

In its efforts to strengthen its safety system, TIS harnesses technology to develop the digital hardness test equipment to eliminate pinch-point hazards; a Hydraulic Torque Wrench Holder to provide safe distance to the pinch-point areas; and a Rapid Heat System to reduce direct contact with the operation and the risk of contact burns.

**WSH Performance (Gold)  
Award Winner  
Testing Inspection & Solution**

## **Overcoming barriers to enhance WSH performance**

The path to setting a sound safety and health management system is paved with several challenges for TIS. They include cultural differences, language barriers and lack of WSH knowledge.

To overcome cultural differences and language barriers, training programmes are conducted or translated into different languages. Through WSH Awareness training, coaching and counselling, TIS helps its workers understand the importance of adhering to WSH practices. To address the lack of WSH knowledge, TIS regularly conducts HSSE promotional programmes and WSH refresher training, as well as WSH audits and inspections.

## **Healthier workplace, happier workplace**

While steering everyone towards a safer tomorrow, TIS is focused on two things. The first is the importance of sharing incidents and near-misses to raise awareness of unsafe practices and prevent the occurrence of workplace injuries. "WSH is not a one-person job—teamwork is needed to achieve good WSH," says Site In-Charge Mr Pyi Phyo Wai.

Secondly, TIS recognises the importance of creating a culture of mental well-being that supports workers. A team of trained PECare coaches and champions from various departments will be the first responders whom workers will go to for help. A "buddy system" has been set up to encourage people to look out for each other and to refer their buddy to the coaches or champions when necessary. As Mr Pyi emphasises, "Mental health is just as important as physical health. It can significantly impact our workers' productivity."

TIS is committed to upholding exemplary WSH practices, and strives to create a safe and healthy environment for its workers to freely share their challenges and thrive at work.

To find out more about the WSH Award recipients, visit the [Awards microsite](#). 🍀



# Innovation That Makes Cleaning Safer and Less Laborious

## *How a team in Jurong Port came together to create a solution for workers*

The cleaning of a vessel hull surface after discharging cement is an arduous task. This is even more so for WSH Innovation Award winner, Jurong Port, which handles more than 80% of Singapore's bulk cement imports. Given the extent of manual work involved and the risks faced during the cleaning process, it is no wonder that many were unwilling to take up this job at the world's largest common-user cement terminal.

The constant exposure to falling cement dust while cleaning the vessel hull surface can cause eye and respiratory irritations, which may lead to lung complications in the long term. To carry out the cleaning, workers must climb the vessel ladders within confined spaces, which poses the risk of slips, trips and falls. They also needed to operate a long broom vertically for long hours, which may give rise to musculoskeletal disorders.

These prompted the innovation team at Jurong Port to brainstorm ideas on how to harness technology to build resilience into their business and most importantly, create a safer and healthier work environment for all.

## **In search of a safer and healthier solution**

The company tried sourcing existing solutions but was unable to locate any.

"We needed to find a feasible technology that could meet our criteria," says Senior Manager Mr Chng Yai Wun. "Our team also scoured the market for something safe to operate that came with suitable parts."

After collaborating with multiple vendors, the team started to explore software technology. To eliminate potential issues, rigorous testing was carried out on the materials and designs, and for different scenarios.

## **How the multifunctional wheel loader improved work at Jurong Port**

All the hard work finally resulted in the development of a multifunctional wheel loader, designed to automate the cleaning of the vessel walls, making the whole cleaning process a lot safer and less laborious.

The wheel loader comes with a brush attachment that can adjust itself automatically to the vessel's wall profile using sensors. Operated by a wheel loader operator seated in a pressurised cabin, the wheel loader will collect the fallen cement using a 'quick change' bucket attachment and control panel, without any exposure to the operator.

The wheel loader also comes with indicator lights, sensors, emergency stop buttons and a simple control panel, making the operation much safer. With this innovation, the number of workers needed to clean the vessel hull surface has been reduced from at least eight persons to just three or four.

## **Owing the success of the innovation to colleagues and vendors**

Since the wheel loader's implementation, many other companies have come forward to ask how they could replicate such an innovation for their own operations. The team attributes the project's success to the intensive discussion and research on the wheel loader's design, together with the collaborative partnership between colleagues from different departments at Jurong Port and the multiple vendors involved.

"Everyone has worked hard," Mr Chng says. "When our team sees the machine smoothing out the operations, we feel happy."

To find out more about the WSH Award recipients, visit the [Awards microsite](#). 📌

**WSH Innovation Award Winner**  
Jurong Port



# Propelling WSH to New Heights for the Air Hub

*How the company behind one of the world's most awarded airports promotes WSH among its employees and partners*



**bizSAFE Partner Award Winner**  
Changi Airport Group

bizSAFE Partner Award 2021 winner Changi Airport Group (CAG) likens itself to a conductor of the airport orchestra, that works alongside every business partner to keep Changi Airport best-in-class.

Keeping the air hub safe and secure is one of CAG's topmost priorities, and this entails ensuring the overall health, safety and well-being of every worker, be it their own staff or their service partners' workers.

Internally, CAG has a Corporate Workplace Safety and Health Committee, where all department representatives meet regularly to discuss staff safety and health, and related risk management matters. The Committee keeps itself updated on the latest safety legislation and regulations, and analyses the root causes of each accident.

Externally, CAG promotes safety excellence by rewarding service partners with exemplary safety performance. It also holds a monthly Safety Working Committee meeting to share safety

KPIs and lessons learnt from safety occurrences.

Safety Manager Mr Yeo Kee Meng says: "By upholding safety excellence, we hope to inspire all our business partners to share their lessons learnt, promote best safety practices and raise the airport's safety performance continually which, in turn, benefit all our business partners in their respective business domains."

## A collective responsibility

CAG's mantra is simple: everyone working on its premises should return home safely to their loved ones every day.

"Safety is a collective responsibility, where even a small degree of negligence by one person can lead to a major safety occurrence," Mr Yeo says. Workers are encouraged to stay vigilant and ring the safety alarm when they spot a potential risk to a co-worker, and to share their views for improvement without fearing blame.

Keeping workers engaged is also a way to keep them positive and focused on safety. During the COVID-19 pandemic, supervisors check in with staff regularly to keep abreast of their physical and mental well-being. Online team bonding activities are organised to help workers keep in touch with one another.

Mr Yeo says, "By showing each other care, we relieve workers' stress levels." He added that workers' mental health is fundamental to their well-being and ability to carry out everyday tasks smoothly. Such workers would be more engaged, productive and innovative.

## Promoting WSH excellence externally

CAG also uses its standing as a major developer to promote safety performance and culture. Partners and vendors are required to have at least a **bizSAFE** Level 3 accreditation to participate in the tenders. Tenderers are disqualified if they cannot pass the Safety component or they fall under the Ministry of Manpower's Business-Under-Surveillance programme.

Today, 100% of CAG's business partners have bizSAFE Level 3 accreditation, up from 82% in 2017.

## Flying towards excellence

CAG's ongoing strive to raise its WSH performance parameters, both for CAG internally and for its service partners in the aviation community, did not go unrecognised.

The bizSAFE Partner Award affirms the industry's recognition of CAG's commitment to bringing business partners on board the bizSAFE programme and its exemplary efforts in ensuring a safer workplace for all.

Find out more about the **bizSAFE Awards**. ➦



# One Man's Dream to Improve Safety for All Workers

***How a 2021 bizSAFE Champion Award recipient elevated WSH practices at his workplace***

Mr Chinnaiah Prabhu, an Assistant Safety Manager in RCY Pte Ltd, tries to contribute in every way possible, given his ability, in creating an environment where everyone can go back home to their loved ones safe and sound.

A workplace accident in his home country fired this man's determination to pursue his interest as a safety professional. "I have always wanted to be a safety professional who is able to engage both workers and management to improve safety standards at any workplace," says Mr Prabhu, who came to Singapore in 2005 where he started off as a site safety supervisor. "Now as an assistant safety manager, I can proudly say I'm able to do that."

For his workplace safety and health (WSH) efforts, he received the 2021 bizSAFE Champion Award. This award recognises individuals who have been instrumental in improving safety and health performances in their workplaces. Mr Prabhu stood out with his ability to lead and drive the successful implementation of his company's WSH programmes to attain bizSAFE certification.

## **New initiatives for a safer workplace**

One of the initiatives which Mr Prabhu implemented was Total Station, which is designed to measure the height of machinery. With this optical instrument, workers do not have to physically take measurement of any machinery and be exposed to the risk of falling from height.

Mr Prabhu also came up with a safe distancing warning device, whose alarm will buzz when workers do not keep a metre's distance from each other. He has even proposed using drones for worksite

surveillance of the WSH compliance level. Also in the works is an app that digitalises all RCY WSH documents, thus allowing workers to access information easily.

In addition, to overcome the language barrier faced by non-English speaking workers, Mr Prabhu has established a Safety Library at the workplace where WSH-related safety materials are available in different languages. As Mr Prabhu explains: "They [the workers] can technically be speaking the same language, but there are differences in the dialects which may create misunderstandings and gaps in communication."

Besides giving training and translation in multiple languages based on the job requirements, Mr Prabhu provided translation materials to help workers who do not speak English. This helps workers to better understand the training materials and enhance their workplace safety knowledge.

Mr Prabhu has further reached out to Total WSH service providers to assist with improving WSH management at various sites, and to come up with intervention measures to help workers better manage their stresses and improve their mental well-being.

## **Finding more innovative ways to save lives**

Winning the bizSAFE Champion Award has not only pushed Mr Prabhu to think further about how he can bring the safety standard in RCY to greater heights. He is now determined to find more innovative ways to save lives at the workplace.

"At the end of the day, everyone has the right to go home safely to their families," he emphasises. "I am proud that I play a crucial part in ensuring this."

To find out more about the bizSAFE Award recipients, visit the [Awards microsite](#). ➡



**bizSAFE Champion Award Winner**  
Chinnaiah Prabhu, Assistant Safety Manager, RCY

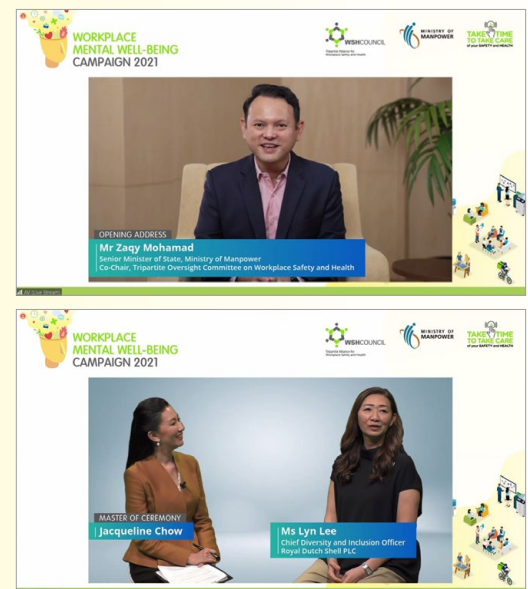
# Putting Mental Health First

The WSH Council debuted its first Workplace Mental Well-being Campaign virtually on 9 December 2021. This was part of the Council's National Workplace Safety and Health Campaign to remind people to take time to take care of their mental well-being. An essential component of the overall health, mental well-being can impact not only one's performance, but also one's safety.

Employees are encouraged to reach out for support at work, while employers are encouraged to take action to improve employees' well-being. Employees who are well-supported usually have better mental well-being and exhibit higher productivity.

A new workplace mental well-being award has also been added to the WSH Awards to encourage companies to advocate mental well-being at the workplace. It is called the CARE (Culture of Acceptance, Respect and Empathy) Award.

More information about the **Workplace Mental Well-being Campaign 2021** is available on the campaign [webpage](#). ➕



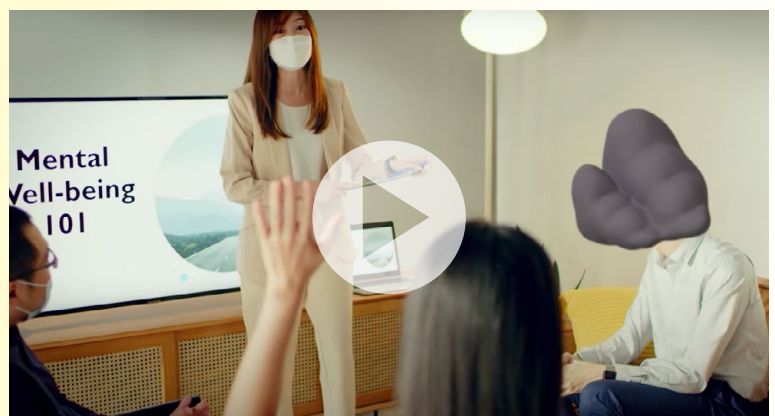
Click to access the following resources:



Guide: *Workplace Mental Well-being Playbook*



Infographic Poster: *A Playbook on Workplace Mental Well-being*



Video: *Workplace Mental Well-being Campaign Video*



## Protecting the Well-Being of Workers in the Facilities Management Industry

Workplace safety and workforce health issues were explored at the WSH Forum for the Facilities Management 2021. Held by the WSH Council on 25 November 2021, the forum saw two discussion tracks. The first focused on “Safety in Refuse Handling Equipment” while the second took on the theme of “Total WSH in a Pandemic Impacted Singapore”.

A total of 580 practitioners and stakeholders attended the forum, which covered a diverse range of safety and health-related topics relevant to the facilities management industry. The topics included WSH challenges facing the industry, technologies to enhance WSH outcomes, ways to improve indoor ventilation to prevent transmission of infectious diseases, and means to take care of workers’ health and mental well-being.

Read [more](#). ➕

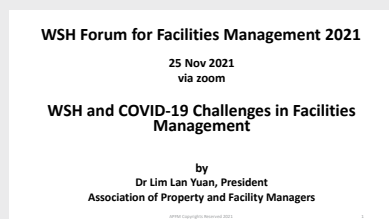
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*Presentation slides:*  
**WSH Forum for Facilities Management 2021 Resources**



*Presentation slides:*  
**WSH Tech for Facilities Management**



*Presentation slides:*  
**WSH and COVID-19 Challenges in Facilities Management**

## The Importance of WSH Leadership Amidst Challenging Times

Leadership is vital to having strong WSH culture in the organisation. This was emphasised during the Construction WSH Leadership Dialogue 2021 on 16 November 2021, which was attended by over 300 industry professionals.

Other key insights at the Dialogue on “WSH Leadership for a COVID-Resilient Industry” included the importance of inculcating WSH knowledge in project managers, and how improved WSH practices could also result in increased productivity.

Read [more](#). ➕

 [Click to access the following resources:](#)



*Presentation slides:*  
**Construction WSH Leadership Dialogue 2021 Resources**



*Presentation slides:*  
**WSH Leadership for a COVID-19 Resilient Industry**

# Raising WSH Standards in the Crane and Lifting Community

The annual Workplace Safety and Health (WSH) Symposium on Cranes, held on 14 October 2021, was themed "Ensuring Safe Lifting Operations in Workplaces and a Healthy Workforce, in the New Normal". Around 900 participants attended the virtual event that focused on raising WSH standards and professionalism in the crane and lifting community, as well as sharing the best practices and recent developments in technology, capacity-building, and health and well-being.

Following efforts by the WSH Council (Crane and Lifting) Taskforce, together with strong support from the tripartite partners, the number of crane-related fatalities dropped from 10 cases in 2009 to one in 2019. The industry was encouraged to continue its WSH efforts for zero crane-related dangerous occurrences through strengthening WSH ownership, enhancing the focus on workplace health, and promoting technology-enabled WSH.

Read [more](#). ➡



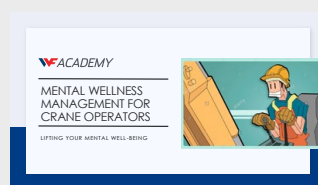
*Click to access the following resources:*



*Presentation slides:*  
**WSH Symposium on  
Cranes 2021 Resources**



*Presentation slides:*  
**Crane Safety –  
A Collaborative Effort**



*Presentation slides:*  
**Mental Wellness Management  
for Crane Operators**



*Presentation slides:*  
**Sharing of Safe Lifting  
Clinic**

## A Deep Dive into Safety

On 17 September 2021, the annual Diving Safety Seminar was held to raise WSH awareness among the commercial diving community. Over 140 participants attended the seminar that was organised by the Commercial Diving Association (Singapore), with the support of the Shipbuilding and Marine Engineering Employees' Union, and the WSH Council.

While there have been no fatal commercial diving cases since August 2018, reports of unsafe commercial diving practices persist. The commercial diving industry was thus reminded to maintain vigilance and adopt the revised Guidelines for Inland/Inshore Commercial Diving, as well as implement good WSH practices to ensure every commercial diver is safe and healthy.

Read [more](#). ➡



*Click to access the following resources:*



*Presentation slides:*  
**Overview of WSH  
Guidelines for  
Inland and Inshore  
Commercial Diving**



*Presentation slides:*  
**Medical Issues – SCUBA  
vs CSCUBA-SSDE**



## Implementing a WSHMS for the Metalworking Industry

The Singapore Manufacturing Federation collaborated with the WSH Council to come up with the WSH Management System (WSHMS) [Webinar](#) for the Metalworking Industry on 11 October 2021. Attended by 300 participants, the webinar shared how companies in the metalworking industry could develop and implement a WSHMS in accordance with ISO 45001.

The webinar covered the key changes in the revised WSH Guidelines on Implementation of WSHMS for the Metalworking Industry. They included strengthening WSH ownership among workers, management and other stakeholders; promoting technology to improve WSH; and addressing workers' mental well-being. Other takeaways included how companies implemented WSHMS and benefited from it; and an auditor's perspective on common non-compliances.

Read [more](#). ➦

## Revised Code of Practice Looks Beyond Traditional Safety and Health Issues

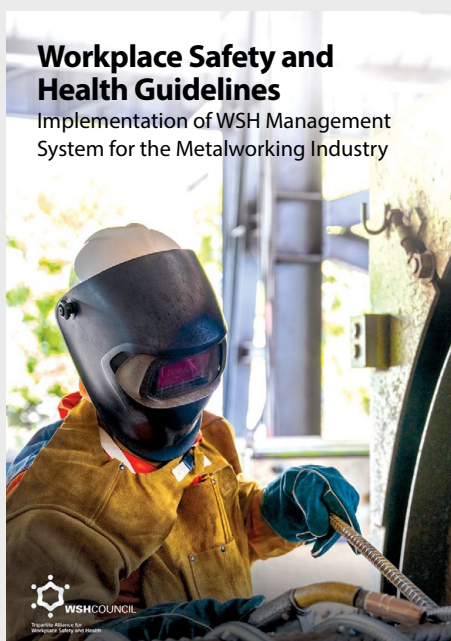
The third revision of the Code of Practice for Workplace Safety and Health Risk Management (RMCP) was presented at the 19th Singapore Institution of Safety Officers (SISO) Workplace Safety and Health Officers Conference on 10 November 2021.

The third revision of the RMCP incorporated new additions, which included workplaces' preparedness for infectious disease outbreaks, mental well-being, and terrorism threats. Employers were urged to keep the risk management processes relevant by addressing these new risks in ensuring the safety and health of the workers.

Read [more](#). ➦



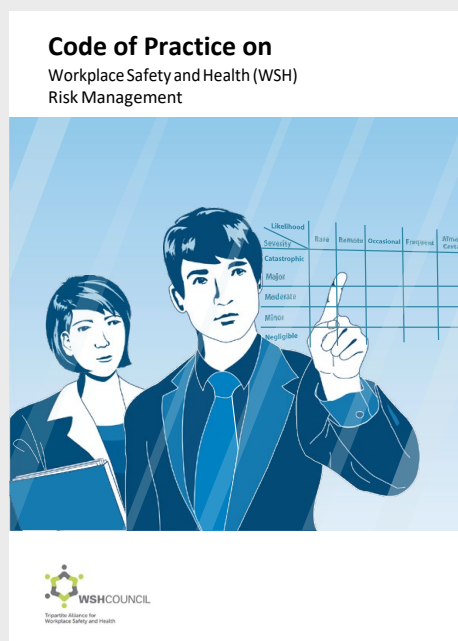
*Click to access the following resources:*



**WSH Guidelines – Implementation of WSH Management System for the Metalworking Industry**



*Click to access the following resources:*



**Code of Practice on WSH Risk Management**

# Marking a Significant Milestone for the Chemical Industries

The WSH Council joined hands with the Singapore Chemical Industry Council and the Association of Process Industry in organising the inaugural WSH Leadership Convention: ChemPact 2022. Almost 270 participants, ranging from C-suites to WSH professionals, attended the hybrid event that was held on 20 January 2022 at Resorts World Convention Centre.

ChemPact 2022 marked a significant milestone for the chemical industry as it rallied industry leaders to show their proactive leadership through their WSH Pledges for their companies. The pledges demonstrate their commitment towards providing a safer and healthier working environment for their employees. The event also saw the launch of the **Vision Zero video**, to promote the ongoing movement that calls upon everyone to commit to a mindset that zero harm in workplaces is possible.

Read [more](#). ➤

 [Click to access the following resources:](#)

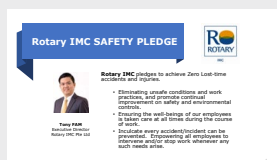
ChemPact 2022:  
Company WSH Pledges  
20 January 2022



*Presentation slides:*  
**ChemPact 2022 –  
Company WSH Pledges**



*Presentation slides:*  
**Total WSH**



*Presentation slides:*  
**Rotary IMC Safety  
Pledge**

## CASE FILE

## WORKER FELL THROUGH AN OPENING ON THE ATTIC FLOOR

### ► Case brief

On 10 February 2021, the Deceased fell through an opening on the attic floor of a worksite and landed about 4.7m on a flight of stairs below.

### ► The company involved

JMS Construction Pte. Ltd.



### Company issued a stern warning for failure to ensure workplace safety

The accident happened when the Deceased (i.e. the Director of the company) was supervising his workers while they were covering an opening on the attic floor of a two-storey semi-detached house. He could have stepped onto an unsecured plywood or he could be attempting to adjust the plywood when he lost his balance and fell through the opening on the attic floor, and landed about 4.7m on a flight of stairs below. The cause of death was certified as "Head Injury".

Read [more](#). ➤

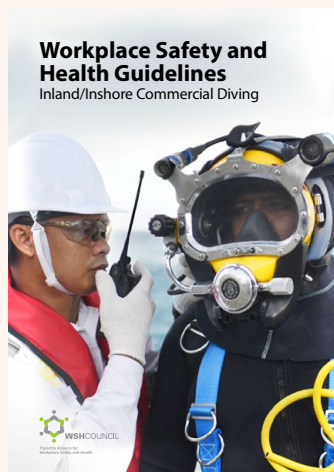




### WSH Guidelines Inland/Inshore Commercial Diving

Environmental, operational, physiological and other hazards can cause grave injury or even death to divers. As such, it is important to conduct risk assessments of common hazards and take the necessary risk control measures before a diving operation. This guide provides guidelines for commercial diving operations, not exceeding 50 metres in water depth within Singapore's inshore and inland boundaries.

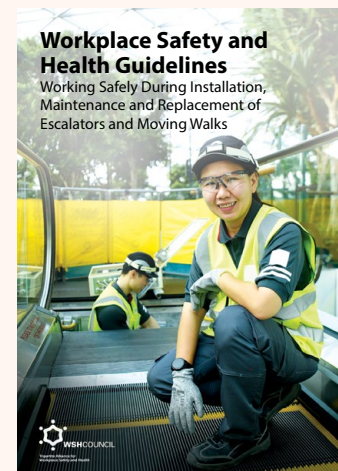
Read [more](#).



### WSH Guidelines Working Safely During Installation, Maintenance and Replacement of Escalators and Moving Walks

Escalators and moving walks often see high footfall and require regular maintenance. Employees working on them should be aware of the potential hazards, make use of safeguards and follow working procedures to minimise the risk of accidents. Use this guide for more information on good practices and procedures during escalator and moving walk operations.

Read [more](#).



## Submit Your Application for **WSH AWARDS** By 19 April 2022

A new Culture of Acceptance, Respect and Empathy (CARE) Award has been added to this year's Workplace Safety and Health (WSH) Awards, which recognise organisations and individuals with exemplary WSH performance and practices. Interested applicants are invited to apply by the closing date.

**Closing Date: 19 April 2022 (Tuesday)**



# CATCH THE LAUNCH OF THE NATIONAL WSH CAMPAIGN 2022

**TAKE TIME  
TO TAKE CARE**  
of your SAFETY and HEALTH

**NWSA 2022**  
National Workplace Safety and Health Campaign

**WSH COUNCIL**  
Take Time to Take Care of  
Workplace Safety and Health

**MINISTRY OF  
MANPOWER**

No matter how busy you are, always "Take Time to Take Care of Your Safety and Health", so that you can go home safely to your loved ones. Join us for our National WSH Campaign this year, as we rally everyone – employers and employees – to take ownership of their WSH and take proactive action to prevent injuries at work.

**Date: 28 April 2022 (Thursday)**  
**Time: 10:30am – 11:30am**  
**Format: Hybrid**



  
**THE SINGAPORE WSH  
CONFERENCE 2022**

## JOIN US FOR THE SINGAPORE WORKPLACE SAFETY AND HEALTH CONFERENCE 2022

Don't miss the chance to attend this biennial event, where senior business leaders, government officials and international WSH thought leaders congregate and share new WSH developments. This year's conference is themed "Reinforcing WSH for Business Sustainability" to emphasise the message that strong WSH is good for the commercial bottom line and can help keep your business remain robust.

**Date: 19-20 September 2022**  
**Format: Hybrid**

