

STRATEGY 3



Promote The Benefits Of WSH And Recognise Best Practices

To develop a pervasive culture of safety and elevate the national standard of WSH, employers play an essential role. To promote the ownership, implementation and sustained practice of good WSH practices among employers, it is important that they recognise the role that good WSH practices plays in enhancing business competitiveness, a good corporate image, productivity and efficiency. The workforce must also embrace good WSH as part and parcel of daily work. To this end, it remains important to recognise exemplary employers and workers who are able to demonstrate good WSH practices and behaviours and to have them share their experiences with the industry to encourage cross-learning and facilitate an environment of continuous improvement.



RECOGNISING BEST PRACTICES

Recognising employers and workers who demonstrate good WSH practices and behaviours.

WSH AWARDS 2014

The WSH Awards celebrate and recognise companies and individuals on a national level for their excellence in WSH. It is jointly organised by the WSH Council and MOM. 190 award winners were honoured at the ceremony on 18 July 2014 at the Marina Bay Sands, Sands Grand Ballroom.

Guest-of-Honour Mr Tan Chuan-Jin, Minister for Manpower, congratulated the winners and highlighted the importance of inculcating a pervasive WSH culture to sustain outstanding WSH performance. Mr Tan also added that it is crucial to take an effective risk management and a holistic approach in managing safety, health and wellbeing of employees to achieve zero harm, injury and ill-health.



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**bizSAFE CONVENTION 2014**

The sixth annual bizSAFE Convention, held on 28 February 2014 at the Max Atria @ Singapore Expo, was themed 'Being Safe and Healthy'. The Convention encouraged more companies to view both safety and health as an investment for a profitable and sustainable business. Guest-of-Honour Mr Tan Chuan-Jin, Minister for Manpower, emphasised the importance of focusing on safety and health in the workplace as it affects the lives of workers and their families. 800 delegates had the opportunity to hear from industry players on their WSH journeys and how the implementation of sound WSH system and practices have benefited both the bottom-line as well as the lives of employees and families. The Convention also hosted the bizSAFE Awards, where ten exemplary bizSAFE companies were lauded for their achievements in WSH management and performance and commitment to bizSAFE.

PROMOTING THE BENEFITS OF WSH

Outreach efforts to the workforce about the importance of adopting good WSH practices were disseminated via seminars, forums, workshops, collaterals and videos.

SEMINARS, FORUMS AND WORKSHOPS**Launch of the Workplace Ergonomics Programme**

The Workplace Ergonomics Programme was launched by Mr Hawazi Daipi, Senior Parliamentary Secretary (Education and Manpower) at the Workplace Ergonomics Forum organised by the WSH Council and MOM. Mr Hawazi highlighted that work-related musculoskeletal disorders (WRMSD) due to poor workplace ergonomics is one of the leading occupational diseases in Singapore and this alone results in an economic loss of S\$3.5 billion a year. To prevent WRMSD in the workplace, employers should initiate ergonomic interventions such as an in-house ergonomics programme to manage ergonomics-related hazards, e.g. heavy lifting, awkward work posture and repetitive motion.

To support the industry in implementing good ergonomic workplace practices, WSHC and MOM rolled out:

A set of 'WSH Guidelines on Improving Ergonomics in the Workplace' to provide guidance on establishing and implementing an in-house ergonomics programme. The guidelines also provide information on WRMSD, ergonomics risk factors and good ergonomics practices.



A video on successful cases of ergonomic interventions in the workplace, showcasing examples of workplace or work tasks redesigns that lower WRMD risks.

An e-learning module course, 'MSD Awareness Course to Raise Awareness of WRMSD'. The course provides users with an understanding of common ergonomic risk factors and measures to address these risks.

The WorkPro Fund, jointly developed by MOM and WDA to provide funding assistance to companies undertaking workplace ergonomic redesign and helping employers improve their workplace practices.

**Globally Harmonized System of Classification and Labelling of Chemicals (GHS) and GHS Taskforce**

In 2014, two GHS Awareness Seminars and the Singapore GHS Conference cum Workshop 2014 were organised to create awareness of GHS. Two runs of the GHS Classification Course and ten runs of the Chemical Users Course were conducted to build stakeholders' capability on GHS implementation. The revised SS 586 Specification for Hazard Communication for Hazardous Chemicals and Dangerous Goods together with the revised SCIC Guidebook on the Globally Harmonised System of Classification and Labelling of Chemicals was launched by SPRING

Singapore. In addition, the four GHS leaflets (viz GHS Factsheet, Classification, Labelling and Safety Data Sheets) were reviewed and consolidated into a booklet. Moving forward, the WSH Council would be taking over the custodianship of GHS Task Force from 2015 in the next phase of GHS implementation.

MOM/WSHC ProBE Plus Forum 2014

Close to 500 industry leaders and stakeholders attended MOM's annual Programme-based Engagement (ProBE) Plus Forum on 9 April 2014. The Forum put the spotlight on two dominant issues: Work-at-Heights (WAH) and Crane Safety, as well as the emergent issue of Formwork Safety. These issues accounted for 37 per cent of total workplace fatalities in 2013 and were thus the priority areas for both engagement and enforcement initiatives in 2014.

In his opening address, Guest-of-Honour, Mr Hawazi Daipi, Senior Parliamentary Secretary (Education and Manpower) highlighted that 19 workers lost their lives at work in the first three months of the year, serving as a stark reminder of the importance of staying vigilant and proactively striving for greater workplace safety.



Elaborating on the efforts targeting the ProBE priority areas, SPS shared details on the following initiatives:

Work-at-Heights Safety

- Amendment of Permit-to-Work (PTW) requirements effective on 1 May 2014
- Launch of awareness videos on the WSH Council website to help raise awareness on WSH (Work-at-Heights) regulations

Crane Safety

- Revised Code of Practice on Safe Lifting Operations and Guidebook for Lifting Supervisors to assist the industry in better understanding importance of a lifting operation team and key requirements for lifting operations.

Formwork Safety

- Enhanced Formwork Safety Course for Supervisors to be available through existing Accredited Training Providers (ATP) by May 2014. In addition, the WSH Council would also be developing a new formwork safety course for workers.

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Promote awareness and implementation of Work-at-Heights Regulations

With the expansion of the WSH (Work-at-Heights) Regulations to cover all workplaces from 1 May 2014, the industry requested for more education and communication sessions for compliance assistance. MOM and WSH Council responded as part of the initiatives under the ProBE Plus framework. The two key engagement initiatives included:



Work-at-Heights (WAH) Clinic Series

To foster greater interaction with industry stakeholders, WAH Clinics were organised to provide a platform for stakeholders from various industry sectors to clarify any queries they may have in the implementation of the Regulations. Four WAH Clinic sessions were conducted over the months of July to October 2014, reaching out to close to 400 industry stakeholders from the Construction, Manufacturing, Logistics and Transport, and Facility Management sectors.

The clinics were kept small to facilitate closer interaction and effective dialogue with the audience. Following the sharing by MOM, a round-table discussion was facilitated. These highly interactive sessions allowed the participants to voice their concerns faced on the ground, and learn from one another's implementation experience and company good practices.

WAH Engagement: Presentations and meetings with stakeholders

To extend our education and engagement efforts, MOM actively participated in presentations, meetings and discussion sessions with stakeholders from various industry sectors. MOM collaborated with our partners to engage WSH professionals and industry associations' members through the outreach sessions they organised. In addition, MOM participated in 'Safety Week' events of two aviation companies, speaking to more than 500 aircraft engineering and maintenance employees on WAH safety.

Meetings between OSHD management and industry leaders provided a platform for dialogue and in depth discussion on WAH

requirements specific to the industry. One such meeting between MOM and the Worker Capability Workgroup of the Process Construction and Maintenance Committee (PCMMC) enabled the Petrochemical industry to clarify their key concerns when implementing the WAH regulations.

Workplace Traffic Safety Management Forum

The second Workplace Traffic Safety Management Forum was jointly organised by MOM and the WSH Council with the support of the Singapore Traffic Police and Singapore Road Safety Council. Held on 3 April 2014 at Park Royal Hotel, participants included representatives from major logistics and transport companies (e.g., SBS Transit, PSA, SMRT and Comfort Delgro). The aim of the forum was to raise their awareness of the importance of workplace traffic safety management and how management can do their part in building a culture of road safety.



Inaugural Crane Fair 2014

Close to 2,000 participants attended the inaugural Singapore Crane Fair, which took place from 28 to 30 September 2014. This was the first time key stakeholders in the crane industry collaborated to organise three key events to reach out and share recent developments and good practices in the crane industry. The key stakeholders include the Singapore Crane Association, Singapore Contractors Association Ltd, Building and Construction Authority, WSH Council, MOM and the International Cranes and Specialized Transport.

The Fair opened with the Crane Carnival on 28 September 2014 at ITE College Central, the Crane Safety Symposium on 29 September 2014 at Suntec City Convention Centre, and closed with the International Cranes & Transport Asia Pacific Conference at the Grand Copthorne Waterfront Hotel.

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**Landscape WSH Forum**

Workers in the landscape sector are exposed to various safety and health hazards. These include work-at-heights (WAH) hazards as well as noise, chemicals and thermal stress. The WSH Forum for Landscape Sector was organised by the WSHC and MOM to deliberate on workplace health hazards management and WAH issues. The aim was to raise WSH awareness and standards in the landscape sector. The Forum was supported by the Landscape Industry Association Singapore, National Parks Board and Centre for Urban Greenery and Ecology. The target audiences were landscape contractors and service buyers such as facilities managers.

WSH Forum on Safe Loading of Vehicles

WSH Council and MOM organised a WSH Forum on the safe loading of vehicles on 14 October 2014. Over 300 industry leaders, stakeholders and WSH professionals attended the forum, and learnt about safe loading and good driving practices through case studies and sharing by industry speakers.

Protecting employees from the effects of haze

The PM2.5 pollutant was incorporated into Singapore's Pollutant Standards Index (PSI) as its sixth pollutant parameter with effect from 1 April 2014. To align with the revised PSI and the Ministry of Health's revised health advisory, MOM updated the guidelines for employers on protecting employees from the effects of haze. These guidelines provided employers with the general measures to minimise or mitigate the effects of haze on their employees. These include guidelines on the management of outdoor work, provision of suitable protective equipment, protection for indoor work and how to communicate haze updates to employees.

In anticipation of workplace issues related to the haze, briefing and training sessions were conducted for inspectors, call centre and frontline officers to help them understand the health and safety during haze episodes, including the proper use of masks, as well as leave and salary matters.

WICD Annual Meeting with Medical Records Offices (MROs)

On 10 October 2014, the Work Injury Compensation Department (WICD) held its annual meeting with personnel from the Medical Records Offices (MROs) from the restructured hospitals in Singapore. Besides presenting an overview of the performance across the hospitals in the return of work injury medical reports, best practices were shared among the hospitals. Special mention was made of MOM's move towards completion of medical reports through an online system called "eMR". The hospitals were encouraged to collaborate with the Ministry towards this aim.

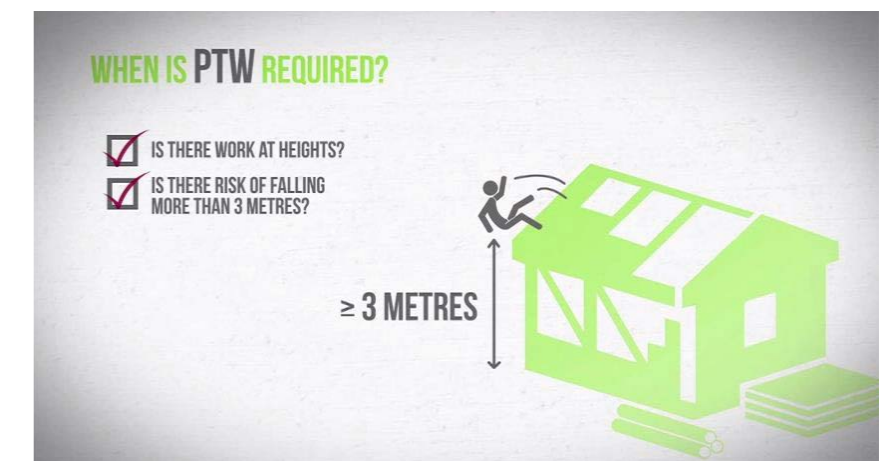
**Work Injury Compensation Orientation Program (WICOP)**

The WICD had conducted WICOP once a month since June 2013. Held at the MOM Services Centre for injured Bangladeshi workers who are placed on Special Pass, the programme was mooted after a MOM survey revealed that this group of workers lacked the understanding of the WICA and its processes. The programme provides Bangladeshi workers with a basic understanding of entitlements under the WICA, the claims process and the serious consequences of working illegally and making fraudulent claims. In 2014, 12 sessions were conducted, benefitting over 300 workers. An in-house video illustrating the claims process was introduced to make the sessions more engaging. Participants were also introduced to the new SMS service to check their claim status.

"Guide to the Work at Heights Regulations" educates stakeholders on their duties and responsibilities under the regulations in an interesting and engaging manner. The video explained the complex regulations using jargon-free language and animations.



"Guidance to Implement the Permit-to-work System" provides a general overview of the permit-to-work (PTW) system to build a better understanding of the process of effective implementation. The video also addresses the common misconceptions on the PTW system. The videos were distributed to participants MOM and the WSH Council events. It can be downloaded via the WAH portal in the WSH Council's website.

**Educational 'Work-at-Heights' videos**

On 9 April 2014, two new videos, "Guide to the Work at Heights Regulations" and "Guidance to Implement the Permit-to-work System", were launched by Mr Hawazi Daipi, Senior Parliamentary Secretary for Education and Manpower. The videos were produced by MOM and the WSH Council to communicate the requirements of the regulations to the industry.