

ANNEX A: SUMMARY AND GUIDE TO IMPLEMENT THE ENHANCED SAFETY REQUIREMENTS AND ADDITIONAL MEASURES IN PUBLIC SECTOR PROJECTS

Overview of Detailed Measures on Enhancing Safety Requirements in Public Tenders

1. This annex serves to guide contractors in implementing measures that provide a more comprehensive and harmonised assessment of a firm's workplace safety and health (WSH) performance.
2. The following words shall have the meanings assigned to them.
 - a. "Subcontractor" refers to a person engaged (under a contract of service) by any contractor to (i) supply any labour, or (ii) do any construction or (iii) construction-related work at the project site. Contractors who only supply and deliver materials to site are excluded.
 - b. "construction project" refers to public sector project in which the tender is called under the BCA Contractor Registration System (CRS) CW01 and CW02 workheads.
 - c. "construction-related project" refers to public sector project in which the tender is called under the BCA CRS CR and ME workheads.

Enhancement 1: Harmonised WSH requirements across public construction and construction-related projects

3. Enhancement 1 aims to extend WSH oversight to contractors throughout the supply chain, place strong emphasis on top management's WSH responsibility, and inculcate a more pervasive training culture beyond foundation training.

Table 1: Measures under Enhancement 1.

S/N	Measure	Details
1A	<p>Extend Safety Disqualification (SDQ) Framework for construction and construction-related projects:</p> <ul style="list-style-type: none"> • for projects > \$90k to ≤ \$1mil, applicable to Main Contractor only; and • for projects > \$1mil, applicable to main and all levels of subcontractors. <p>Main Contractor/ all levels of Subcontractors meeting any of the following criterion will be disqualified/ not allowed to be appointed:</p> <p><i>Entry into MOM's Business Under Surveillance programme (BUS)</i></p> <ul style="list-style-type: none"> • <i>Has entered BUS within the 3 months prior to the tender closing date; or</i> • <i>Has entered BUS after the tender closing date, but before the tender award date.</i> 	<p><u>At Tender Stage:</u></p> <ol style="list-style-type: none"> i. For projects > \$90k, GPEs to conduct checks on whether the tenderers meet the Safety Disqualification Criteria. ii. For projects > \$90k, GPEs to include the additional clauses to the: <ul style="list-style-type: none"> • Critical evaluation criteria; • Instruction to Tenderers; and • Particular Conditions (applicable only for projects >\$1mil) <p>Refer to the <u>PQM Framework</u> for more details.</p> <p><u>At Construction Stage:</u></p>

S/N	Measure	Details
	<p><i>Barred by MOM from employing foreign employees under MOM's Demerit Point System (DPS)</i></p> <ul style="list-style-type: none"> • <i>Was being barred under MOM's DPS at the tender closing date; or</i> • <i>Was being barred under MOM's DPS between the tender closing date to tender award date (both dates inclusive)</i> 	<p>The Main Contractor must demonstrate due diligence to the GPE by having a system in place to ensure SDQ enforcement across all levels of contractors in the project:</p> <ol style="list-style-type: none"> i. All Subcontractors (regardless of level of subcontracting) are required to declare that they have checked their own appointed subcontractors against SDQ criteria – BUS and DPS, and verified that they are not disqualified before engaging their service. ii. If declaration form is used, it must minimally include the following details, and be in such a manner as required by the Main Contractor: <ul style="list-style-type: none"> • Unique Entity Number (UEN) of the engaged Subcontractors; • Date of contract agreement; • Records of checks against MOM CheckSafe iii. This declaration form must be submitted to the Main Contractor, and the Main Contractor must perform a sample check against MOM CheckSafe and maintain a record of this check. <p>If the Main Contractor is found without such a system onsite, or if disqualified Subcontractors have been hired for the project, the Main Contractor needs to rectify this with an action plan. For example, the Main Contractor needs to implement a verification system within a stipulated timeframe, including instructing their contractor to terminate the particular disqualified Subcontractor.</p>
1B(i)	<p>Require Main Contractor to identify and implement WSH trainings/competencies specific to site activities for construction and construction-related projects > \$1mil.</p>	<p><u>At Construction Stage:</u></p> <p>The Main Contractor must demonstrate due diligence to GPE by:</p> <ol style="list-style-type: none"> i. Conducting site-specific briefings to all new incoming workers to familiarise them with in-house rules and high-risk activities on the site.

S/N	Measure	Details
		<p>ii. Ensuring all workers hold the requisite training and competency required for their specific job, beyond the foundational safety orientation courses.</p> <p>Examples of systems that Main Contractors can establish include:</p> <ul style="list-style-type: none"> • Requiring Subcontractors to submit details of their workers' specific and necessary competencies before accessing the worksite. • Conducting video safety briefings for new incoming workers and workers who have not been to the site for more than half a year. • Holding regular site coordination meetings, or during daily toolbox meetings when appropriate, to verify that all workers have completed the requisite training and possess the competency required for their specific job.
1B(ii)	Require Main and subcontractors' management to exercise enhanced safety commitment for construction and construction-related projects > \$1mil.	<p><u>At Construction Stage:</u></p> <p>The Main Contractor must demonstrate due diligence to GPE by:</p> <ul style="list-style-type: none"> i. Providing periodic reports on WSH performance to the GPE, including that of their Subcontractors. ii. Organising engagement sessions with representatives of Subcontractors' management and the GPE to discuss WSH performance and issues. iii. Identifying poor-performing Subcontractors and implementing an improvement plan involving the management of the identified Subcontractor.
1B(iii)	Require Main Contractor to conduct Risk Assessment and ensure compliance of Method Statement by all subcontractors for construction and construction-related projects > \$1mil.	<p><u>At Construction Stage:</u></p> <p>Main Contractor must demonstrate due diligence to GPE by:</p>

S/N	Measure	Details
		<ul style="list-style-type: none"> i. Conducting risk assessment in relation to the WSH risks posed to any person who may be affected by the Main Contractor's undertaking at the site. ii. Ensuring that a method statement together with the risk assessment for safety critical work activities, where applicable (e.g. lifting operation, excavation, shoring, confined space), are implemented before work commences. iii. Informing all persons involved in the work activity on the nature of the risk involved, the measures taken to minimise the risk, and the safe work procedures to control the risk. iv. Ensuring that all Subcontractors engaged for each trade also comply with the method statement.

Enhancement 2: Enhanced safety-related tender evaluation criteria

4. Enhancement 2 aims to further differentiate potential tenderers based on WSH performance, beyond existing upstream measures, such as SDQ framework.

Table 2: Measures under Enhancement 2.

S/N	Enhancement	Details
2A	<p><u>For construction and construction-related tenders >\$1mil which are not using PQM:</u> Require at least 5% weightage on safety.</p>	<p><u>At Tender Stage:</u></p> <ul style="list-style-type: none"> i. For CW01, CW02, ME & CR tenders not using PQM with value > \$1mil, to include safety-related criteria in the tender evaluation criteria with minimum weightage of 5% for safety-related criteria. ii. For tenders called using PQM (i.e. CW01 & CW02 projects ≥ \$3mil), to increase the minimum weightage and expand the scope of the safety-related criteria beyond safety performance.
2B	<p><u>For construction tenders using PQM:</u></p> <ul style="list-style-type: none"> • Require a minimum of 15% of Quality weightage for evaluation of safety related criteria, or 5% of total PQM score, whichever is higher. • Broaden the scope of safety performance under the BCA's Price-Quality Method (PQM) framework to safety related criteria. 	

S/N	Enhancement	Details
		<p>GPE can consider specifying the following suggested safety-related criteria, beyond the MOM's DPS which is currently used by GPEs.</p> <ol style="list-style-type: none"> i. MOM's BUS ii. WSH Technology proposed by tenderers, where applicable (e.g. beyond the WSH tech included in regulations and contract specifications) iii. Safety track record (e.g. past demerit points based on GPEs' in-house assessment in the past 2 years) iv. Safety proposals (e.g. preliminary risk assessment with corresponding control measures) v. Safety accreditation and awards (e.g. WSH Award, BizSAFE Awards) vi. Other GPE's in-house safety performance/awards records <p>Refer to the revised PQM Framework for the suggested safety-related criteria.</p>

Enhancement 3: Measures to incentivise good WSH standards

5. Enhancement 3 aims to strengthen the adoption of WSH Technology, a key enabler for detecting and preventing workplace incidents, and incentivise good WSH performance by awarding WSH Bonus Scheme.

Table 3: Measures under Enhancement 3.

S/N	Enhancement	Guide to implement
3A	<p>Require Main Contractor to adopt mature WSH technology for construction and construction-related projects \geq \$3mil.</p> <p>Mature WSH technologies:</p> <ul style="list-style-type: none"> • Electronic Permit to Work (ePTW) • Vehicular Safety Technology (VST) 	<p><u>At Tender Stage:</u></p> <p>GPEs should include the ePTW and VST specification in the tender document, where applicable.</p> <p>Refer to the <u>Annex B</u> and <u>Annex C</u> for the ePTW and VST specifications respectively.</p> <p><u>At Construction Stage:</u></p>

S/N	Enhancement	Guide to implement
		The Main Contractor should demonstrate their adoption of ePTW and VST at their worksite to the GPE.
3B	<p>Require GPEs to include WSH Bonus Scheme for construction and construction-related projects ≥ \$50mil.</p> <ul style="list-style-type: none"> • Suggested total bonus amount is pegged at 0.5% of awarded Contract Sum, subject to a bonus cap of \$1mil. • Nevertheless, GPEs have the flexibility to amend the total bonus amount and the bonus cap. 	<p><u>At Tender Stage:</u></p> <p>For CW01, CW02, ME & CR projects ≥ \$50mil, to include the WSH Bonus Scheme specification in the tender document.</p> <hr/> <p><u>At Construction Stage:</u></p> <p><u>General Principles</u></p> <ol style="list-style-type: none"> i. GPEs are required to include a WSH Bonus Scheme for construction and construction-related projects with estimated procurement value ≥ \$50mil, and ensure that the Contractors allocate a portion of the Bonus for rewarding workers. ii. The total bonus amount is pegged at 0.5% of awarded Contract Sum, subject to a bonus cap of \$1mil. Nevertheless, GPEs have the flexibility to offer a higher total bonus amount beyond the specified cap. iii. GPEs should establish the basis for payout primarily through an assessment of the site's WSH performance. This could involve implementing a monthly or quarterly assessment on the WSH performance of the site and paying a bonus to the Main Contractor if the site meets the assessment criteria for that period. iv. To reinforce that good WSH performance is a collective effort, Main Contractor should allocate a portion of the WSH bonus for rewarding workers, including that of direct and indirect Subcontractors engaged by the Main Contractor.