

Annex C1

Executive Summary of Implementing WSH 2018 for Marine Sector

Introduction

The national Workplace Safety and Health (WSH) strategy WSH 2018 highlights a differentiated sector-specific approach¹ as a key strategy to bring down the workplace fatality rate to below 1.8 per 100,000 workers by the year 2018. At the launch of the National WSH Campaign on 28 April 2009, Minister for Manpower, Mr Gan Kim Yong, announced the intention to develop two sectoral strategies for the construction and marine sectors. These two sectors account for more than half of total workplace fatalities².

2 The marine sector have finalised its sectoral plan after incorporating inputs and feedback from the public consultation in Dec 2009. Better WSH standards in the marine sector will benefit more than 140,000 workers currently employed in the sector. The plan provides a comprehensive guide for the collective efforts of the marine sector. It outlines initiatives to help the industry develop a progressive and pervasive WSH culture and to ensure sustainable continuous improvement in WSH.

Key stakeholders in the marine sector

3 The plan outlines the key stakeholder groups in the marine sector that play important roles on influencing overall WSH standards. They include:

- The Shipyard Occupiers (shipbuilding, ship repair, rig building and offshore engineering) who are major buyers for marine supporting services and can play a critical role in influencing their contractors' and sub-contractors' WSH performance.
- The Contractors (resident, common and external contractors) work closely with the shipyards, and need to ensure that their work is aligned with the shipyards' WSH management systems.

¹ The key rationale for this approach is the understanding that each sector has different WSH challenges and would require tailored solutions to address them.

² Based on the WSH National Statistics, the construction and marine sectors accounted for a total of 35 out of 63 fatalities in 2007. In 2008, the 2 sectors accounted for a total of 38 out of 67 fatalities.

- The Ship Owners, Agents and Ship Crew are actively involved in shipyard and anchorage activities, as they test, commission and operate equipment onboard their vessels. As they are typically only in the shipyard or anchorage for a short period of time before moving on to other destinations, the lack of familiarity with the environment is a concern. Close co-ordination with the shipyards and the contractors they work with is critical.
- The WSH Professionals need to ensure that the WSH management systems in the shipyards are robust and up-to-date, through workplace inspections and in-house audits. They identify WSH gaps and recommend solutions.
- The Ship Repair Managers and Supervisors oversee implementation of WSH practices on the ground and manage safe conduct of work daily.
- The Workers need to adhere to WSH rules and participate actively in safety and health programmes such as highlighting safety and health lapses to their supervisors for improvements.
- The Marine Sector Associations and Unions represent the diverse interests of the marine sector and serve as important platforms to reach out to industry stakeholders. They can also help to coordinate and drive self-regulation within the sector.

Marine sectoral targets

4 While the sector ultimately aims to achieve safe and healthy workplaces without any injuries, it has set intermediate goals. It aims to halve the workplace fatality rate to less than 4.6 fatalities per 100,000 workers by 2013 and to less than 1.8 by 2018. For workplace injuries, it aims to reduce the workplace injury rate to less than 200 injuries per 100,000 workers by 2013 and less than 100 by 2018.

Four strategies

5 To realise these goals, four strategies have been identified under the sectoral plan:

- (i) Effective risk management (RM)
 - While most companies in the marine sector conduct at least basic risk management, accidents continue to take place due to gaps in the risk assessment and inadequate implementation of control measures.

- To raise the WSH performance of the marine sector, the quality of risk management needs to be improved.
- One area is to improve contractors' risk management and to tap on bizSAFE to facilitate implementation of risk management across the smaller shipyards.
- Two other areas include the involvement of ship owners and crew in risk management as well as to improve incident investigation as well as near misses so to address systemic issues.

(ii) Enhance WSH Capability

- As the marine sector is labour intensive, it faces challenges in the area of manpower capability building, given its large foreign and transient workforce.
- The smaller shipyards also encounter constraints in training facilities, resources and standards. Their needs will be met by a new Marine Industry Training Centre (MITC).
- There will also be enhancement of certification standards for supervisors and line managers, as well as other capability building efforts such as supplementing practical assistance and guidance materials to aid companies, and improving management of workplace health.
- The sector will also tap on benchmarking tools such as the WSH culture index that is being developed nationally to formulate in-house behaviour-based safety programmes for the sector.

(iii) Intervention Programmes

- The top three workplace hazards in the marine sector have been identified as fall from height, struck by falling objects, and fire and explosions. In-depth studies on these top concerns will be conducted, followed by apt recommendations and action plans. This can take place in the form of industry-led taskforces.
- A pilot self-regulation model, Marine Industry Safety Engagement Team (MindSET) will be developed for the participating companies to

conduct 'cold eye' review on WSH management system and cross inspections of the workplaces amongst the shipyards.

- Employers will also be encouraged to specify the quality of their sub-contractors in their contract in terms of WSH competencies and performance so as to ensure that safety is further improved.

(iv) Strengthening Stakeholders' Involvement in WSH

- All stakeholders have a role to play in driving good WSH performance and take responsibility for the WSH outcome. The commitment of senior management is a critical element to set a strong WSH culture and this includes helping them engage ship owners and ship crew on WSH matters.
- Platforms will be created for senior management to demonstrate their commitment and share best practices with the sector. In addition, there is a need to strengthen the engagement of ship owners and crew to ensure that there is alignment between the work directed by ship owners and the WSH management systems of the shipyard.

6 The sectoral plan also details an Action Plan to implement the identified strategies to achieve the sectoral targets. Together with the commitment of the WSH Council (Marine Industries) Committee, WSH Council and Ministry of Manpower, the full implementation of this plan will mark a major milestone in driving the marine sector towards a safer and healthier workplace for all.