

FAQs for the Increase in Workplace Safety and Health (WSH) Act Subsidiary Legislation Maximum Fines

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1. Why is MOM increasing the maximum fine even though WSH had improved in 2023 and the fatal injury rate went below 1.0?

Even though we had a record low in 2023, we cannot afford to be complacent. This measure is part of our package of sectoral and broad-based measures to ensure that we can sustain our positive WSH performance over time. By strengthening WSH ownership and accountability, we aim to entrench a culture of WSH excellence.

2. How does MOM differentiate the maximum fine for different offences and what are the principles?

The maximum fine is calibrated based on the severity of the offence, i.e. whether it was a major cause or contributing factor of serious harm (i.e. death, serious bodily injury, or dangerous occurrence). Higher fines are imposed for offences that are a major cause of serious harm.

3. How was the maximum \$50K fine determined?

We referenced the increase in the maximum fine under the WSH Act, which was raised 2.5 times from \$200,000 to \$500,000 in 2006. Hence, the maximum fine under the WSH Act Subsidiary Legislation has now been increased by 2.5 times from \$20,000 to \$50,000. This aligns with Section 65(3) of the WSH Act, which states that the Minister may prescribe a maximum penalty of \$50,000 or with imprisonment for a term not exceeding 2 years, or both, for contraventions of the WSH Act Subsidiary Legislation that may cause or result in any death, serious bodily injury to an individual, or any dangerous occurrence in a workplace. This is applicable for first and subsequent convictions.

4. Is the employer the only one affected by the overall increase in maximum fines?

The increase in fines affect the respective duty holders, whether they are occupiers, employers, principals, or others, based on their duties and responsibilities stipulated under the WSH Act Subsidiary Legislation. The aim is to ensure that all stakeholders, including companies and individuals, are accountable for upholding workplace safety and health standards.

5. What steps are MOM taking to help companies deal with the increase in maximum fines?

MOM and WSH Council offers various resources, including training programs, guidelines, and consultancy services, to assist companies in understanding and adhering to WSH regulations. These resources are designed to support businesses in creating safer workplaces and avoiding penalties. More details can be found on MOM's website at <https://www.mom.gov.sg/workplace-safety-and-health/wsh-best-practices>

6. Where can I find the press release?

More details on the increase in WSH Act Subsidiary Legislation max fines can be found on the press release published on MOM's website at <https://www.mom.gov.sg/newsroom/press-releases/2024/0527-entrenching-wsh-excellence-with-increase-in-maximum-fines-and-mandatory-video-surveillance>.