

## **FACTSHEET ON REVISED WORKPLACE SAFETY AND HEALTH INCIDENT REPORTING REQUIREMENTS**

### **Background**

Currently, under the Workplace Safety and Health (WSH) (Incident Reporting) Regulations, employers are required to report all work-related accidents which render their employees unfit for work for more than three consecutive days.

### **Changes to WSH Incident Reporting Requirements**

2 The Ministry of Manpower (MOM) is planning to amend the WSH incident reporting requirements such that employers will be required to report work-related accidents which render their employees unfit for work for more than three days, regardless of whether these were consecutive days. This is expected to take effect early next year.

3 This revision to the WSH (Incident Reporting) Requirements is in response to feedback that errant employers can bypass the existing reporting requirements by breaking up injured workers' medical leave. The revision will deter this practice, which adversely affects workers' recovery process and the integrity of our incident reporting framework.

4 Tracking non-fatal accidents by the absolute number of calendar days absent from work from a single injury is also in line with international practices such as the European Agency for Safety and Health at Work's guidelines and the International Labour Organization's Code of Practice on the recording and notification of occupational accidents.

### **Responsibilities of Employers**

5 Making companies report workplace accidents serves to instill greater WSH awareness in the industry. It is also critical in the planning of WSH interventions, including enforcement inspections and engagement activities. Employers should monitor their WSH outcomes closely and must not attempt to influence medical practitioners to under- or over-prescribe medical sick leave.

### **Penalties for failure to report**

- 6 Any employer who fails to make an incident report as required by law is liable to be:
- a. Fined up to \$5,000 for a first-time offence; or
  - b. Fined up to \$10,000 and/or jailed up to six months for subsequent offences.