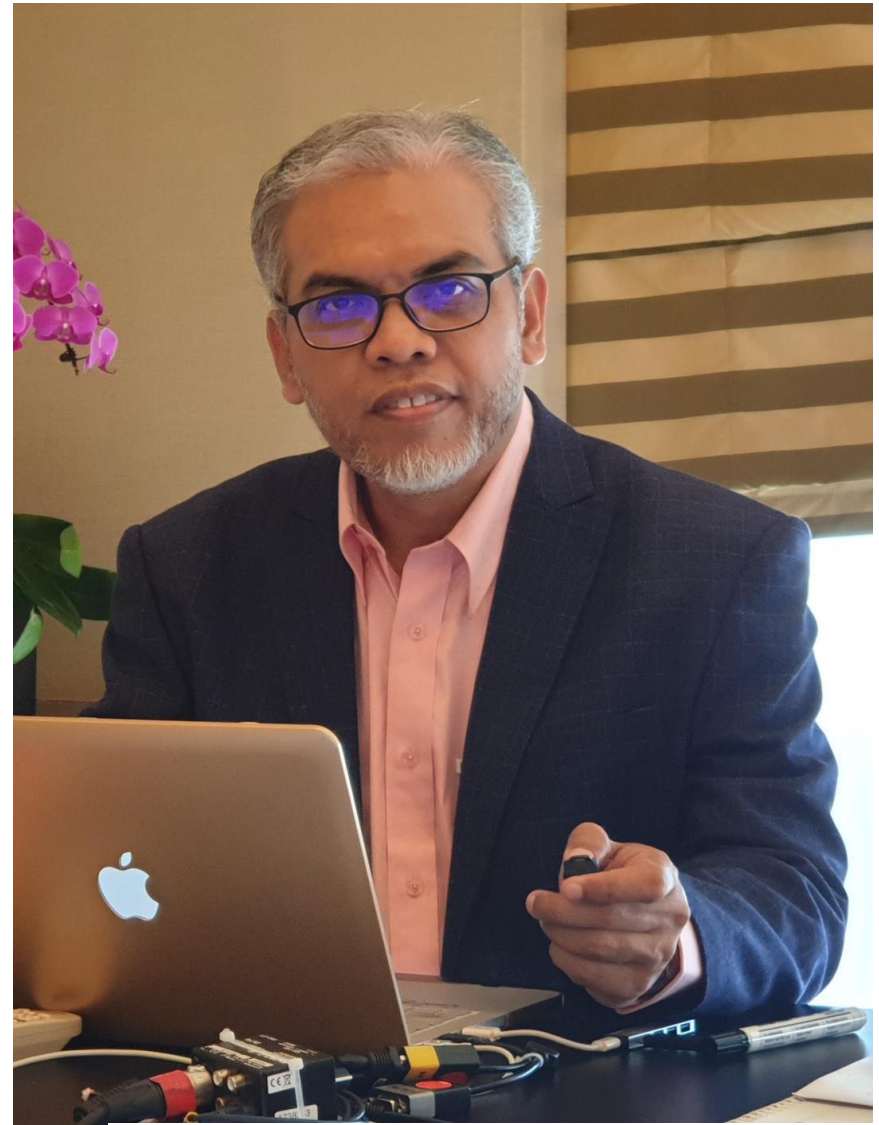


Breakfast Talk for CEOs of SMEs in Singapore

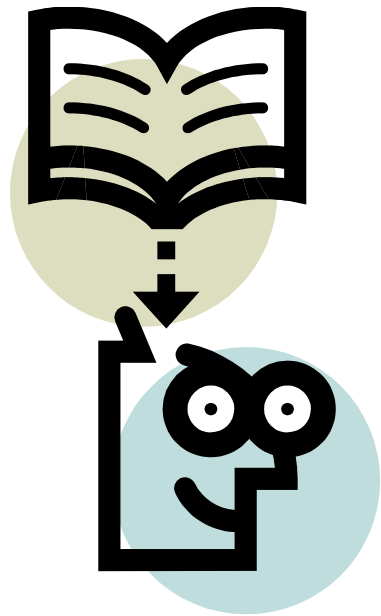
With our Guest Speaker
Mr. Winston Yew
Director, Industry Development
Workplace Safety & Health Council



A.S. Salahuddin (Din)
Director, National Safety Council of Singapore
5th July 2019



Workplace Safety & Health Legislations



Workplace Safety & Health Act

- <https://www.mom.gov.sg/legislation/workplace-safety-and-health>

Work Injury Compensation Act

Subsidiary Legislations

- <https://sso.agc.gov.sg/Act/WSHA2006>



General Duties of Persons At Workplaces

Sections	Provisions (WSHA)...Specific Duties...
10	According to different capacities
11	Occupiers
12	Employers
13	Self-employed Persons
14 & 14A	Principals
15	Persons At Work
16	Manufacturers, Suppliers of Machinery, Hazardous Substances used at work
17	Persons who erects, install, modify machinery or equipment, and persons in control of use of machinery at work.
18	Other related duties of Principals and Employers
19	Occupiers of occupiers of common areas



Source: <https://sso.agc.gov.sg/Act/WSHA2006#pr20->



Key Concepts in Legal Duties of Employers

**To Ensure
A Safe & Healthful
Work And
Workplace For
Everyone.**



Risk Assessment & Management

becomes a key legal requirement...

1. Workplace Safety & Health (Risk Management) Regulations.

- Risk Management Code Of Practice 2.0 2015
- SGSecure Elements
- Approved Codes Of Practices (ACOP 2018)

Source: Sections 11 - 15 of the WSH Act. <https://sso.agc.gov.sg/Act/WSHA2006#pr20->



Are there Resources Available for Employers?

1. **bizSAFE Scheme** targeted primarily at SMEs in SG.

To date some 33,000 companies have benefitted from this Scheme.

2. **Gallery and Publications**

Safety Videos, Guidelines, Self-Help Checklists, Banners, Posters, etc.

3. **WSH Information for subscribers**

WSH Bulletins, Shine Newsletters, iWSH Newsletters, etc.

4. **e-Tools** for Organisational Self-Assessment in terms of WSH Compliance level, etc.

5. **Annual Report & Statistics** – by Industry, type of Incidents, etc.

6. **Latest Resources** – How to build Safety & Health in your organisation, and many other useful information to start with.

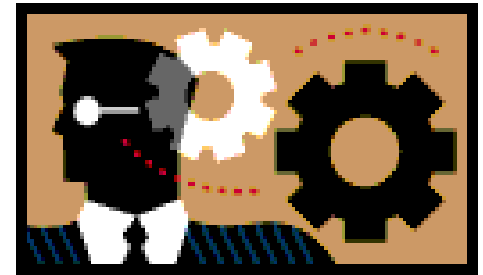
Resources Link:

https://www.wshc.sg/wps/portal/!ut/p/a1/04_Sj9CPyKssy0xPLMnMz0vMAfGjzOJ9_E1MjByDDbzdPUIMDRyNfA08QsyNDYPNTIAKInErcA4zJk6_AQ7gaEBIf7h-FD4IYBeAFcXwks_KjOnPwns3UjHvCRji3T9qKLUtNSi1CK90iKgcEZJSUGxlaqBqkF5cUayXnE6kFFQrGpQkF9Ugl1bRn5xiX4EVLV-QW5ohEGWaU6Zj6MiAC4sTds!/dl5/d5/L2dBISEvZ0FBIS9nQSEh/?action=cmsPublicView&categoryId=C-2019042404779



Duties of employers Section 12

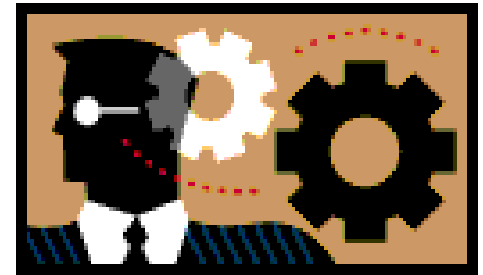
- (1) It shall be the duty of every employer to take, so far as is reasonably practicable, such measures as are necessary to ensure the safety and health of his employees at work.
- (2) It shall be the duty of every employer to take, so far as is reasonably practicable, such measures as are necessary to ensure the safety and health of persons (not being his employees) who may be affected by any undertaking carried on by him in the workplace.
- (3) For the purposes of subsection (1), the measures necessary to ensure the safety and health of persons at work include — (a) providing and maintaining for those persons a work environment which is safe, without risk to health, and adequate as regards facilities and arrangements for their welfare at work;





Duties of employers Section 12

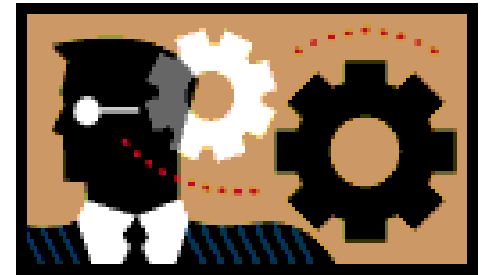
- (b) ensuring that adequate safety measures are taken in respect of any machinery, equipment, plant, article or process used by those persons;
- (c) ensuring that those persons are not exposed to hazards arising out of the arrangement, disposal, manipulation, organisation, processing, storage, transport, working or use of things — (i) in their workplace; or (ii) near their workplace and under the control of the employer;
- (d) developing and implementing procedures for dealing with emergencies that may arise while those persons are at work; and
- (e) ensuring that those persons at work have adequate instruction, information, training and supervision as is necessary for them to perform their work.





Duties of employers Section 12

(4) Every employer shall, where required by the regulations, give to persons (not being his employees) the prescribed information about such aspects of the way in which he conducts his undertaking as might affect their safety or health while those persons are at his workplace.





So, what if we happen to fail to comply...?

Compound
Fines

Stop Work
Order

Legal
Prosecution

BUS -
Business
Under
Surveillance

Potential
Liability & Likely
Consequences

Loss of
Reputation

All are UNPLEASANT!!

[Penalties & Liabilities:](https://www.mom.gov.sg/workplace-safety-and-health/workplace-safety-and-health-act/liabilities-and-penalties)

<https://www.mom.gov.sg/workplace-safety-and-health/workplace-safety-and-health-act/liabilities-and-penalties>



List Of Some of the Prosecutions

Date			
2 Sep 2014 (9 Apr 2018)	<u>Fine increased</u> after Appeal (Fatal Accident – struck and pinned by fallen steel gate).	S\$ 330,000/- (from S\$ 280,000/-)	https://www.mom.gov.sg/newsroom/press-releases/2018/0417-contractors-fine-increased-on-appeal-for-failing-to-ensure-safe-installation-of-a-gate-resulting-in-fatal-accident
21 Aug 2015 (16 May 2017)	Slip & fall Fatality – A Culinary company fined	S\$90,000/-	https://www.mom.gov.sg/newsroom/press-releases/2017/0517-commonwealth-culinary-creations-fined-under-the-workplace-safety-and-health-act

Enforcement Listings & Statistics

Source: <https://www.mom.gov.sg/workplace-safety-and-health/wsh-reports-and-statistics>



Ask to Clarify Matters of Concern

1. *What are interns regarded as in workplaces?*
2. *Are Contractors working within our workplace our responsibility?*
3. *Are Suppliers of MEWPs used in our workplace our responsibility as well?*
4. *What if workers (our employees) refused to don their personal protective equipment, and perform work without observing closely on the safe work procedures (or safe work practices)?*



In

In Summary....



So, as CEOs, Top Management Personnel and Leaders of Organisations, let us **Ensure** that **ALL** Work Activities, Tasks, Processes and Operations are **SAFELY** carried out **without RISK** to the **SAFETY & HEALTH** of everyone involved.

DuPont: *“Safety is Good for Business”*

Asdin Associates: *“Do it Right the First Time, All The Time. Work Safely, Stay Healthy and happy”*