



Tripartite Alliance for
Workplace Safety and Health

Skillsfuture Festival Enterprise Series CEO's Breakfast Talk

Roles & Responsibilities of Enterprises and their Management with regards to Workplace Safety and Health (WSH)



Sharing by

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Leadership by Industry

A statutory body (under the Ministry of Manpower) established on 1 April 2008, consisting of up to 20 leaders from the key industry sectors, the Government, unions and professionals from the legal, insurance and academic fields

Three Key Functions

1 **Build industry capabilities** to better manage WSH

2 **Promote** safety and health at work and **recognise** companies with good WSH records

3 Set **acceptable WSH practices**

PM Lee's speech

World Congress on Safety and Health at Work



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“For employers, ensuring a safe and healthy workplace is sound business policy. It is part of running a business well. If you take good care of your employees, make sure that they are well rested, and train them well in safety procedures, they will be more productive.”

PRIME MINISTER'S OFFICE



The Cost of Accident



Composition Fines

Medical Expenses

Success Story 1

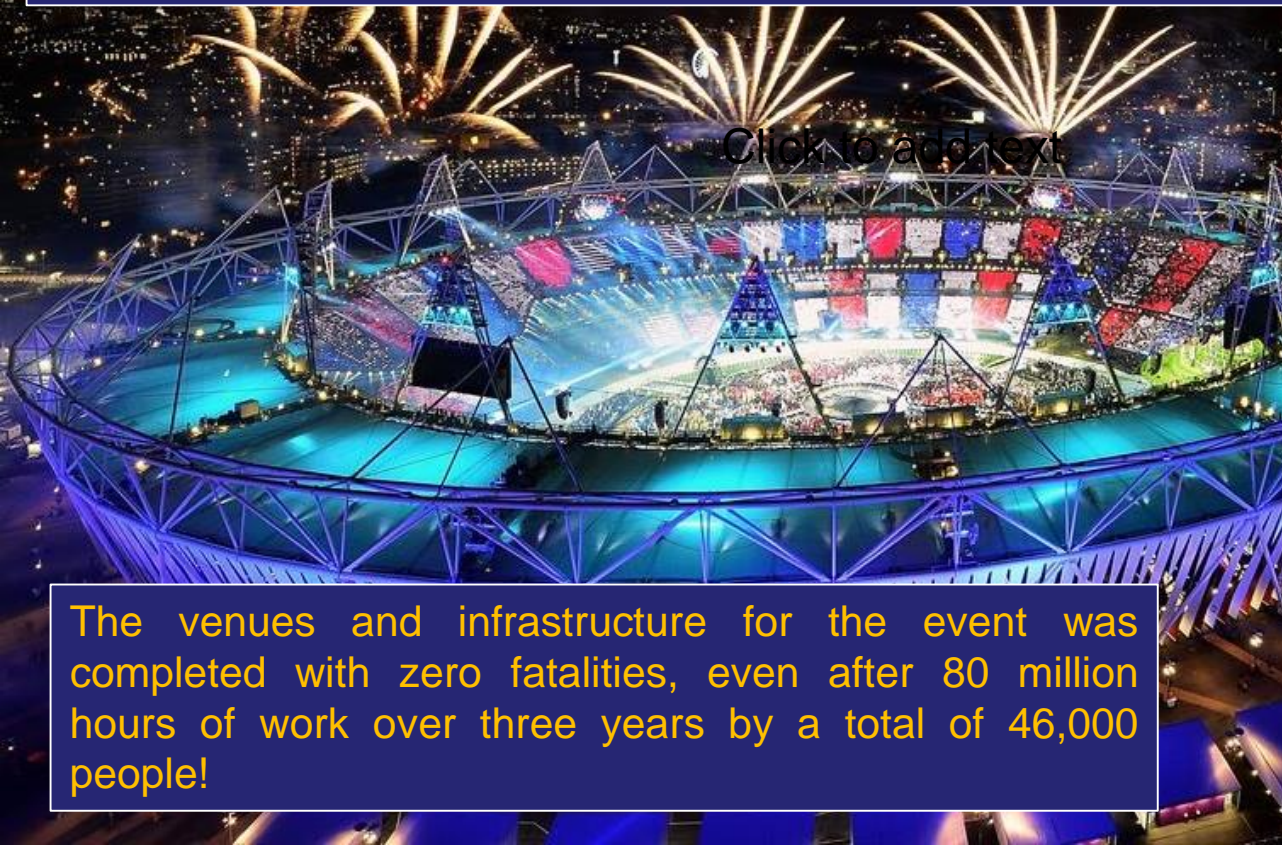
London Olympic Games 2012 – Zero Construction Fatalities



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When construction began, it was estimated that 3 death, more than 500 workers seriously injured and 100 of them will have lives affected by their injuries

- Commitment to safety was shown by declaring a zero fatality target and setting measurable objectives and targets
- Leadership was also provided at every level, from the Chief Executive to every subcontractor to get everyone to work to prevent deaths onsite.



Click to add text

The venues and infrastructure for the event was completed with zero fatalities, even after 80 million hours of work over three years by a total of 46,000 people!



Success Story 2

Wee Chwee Huat Scaffolding - **Zero fatalities** in 10 years



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"Taking the focus off safety during a downturn is penny wise, pound foolish"

Mr Manimaran,
Operations Manager



- \$15,000 spent on smartphones for staff reporting on WSH reporting, even during slowdown in the construction sector.
- Offering 10 x \$20 shopping vouchers a month to workers who spot safety hazards - whether on site or in the streets - to encourage WSH wherever they are

Success Story 3

Anglo American Mining Company

World's largest platinum producer with 70000 employees



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When Cynthia Caroll became CEO of largest mining company, Anglo American in 2007, the company was a wreck in terms WSH – 200 workers had died on-the-job over a span of 5 years prior to her arrival.

- She ordered a shutdown of their Rustenberg mine, until safety standards were improved.
- Efforts paid off as accident rates were reduced more than 60% over 5 years, and revenue increase of US\$10,365 million in 2011 from 2006. Revenue in 2018 – US\$28 bn



“I have always said that safety is a leading indicator of wider performance — if you get safety right, then other things will follow, from stronger relationships with unions and governments to greater productivity and efficiency across the board.”

Cynthia Caroll



The WSH Act and your role



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What are my roles as an employer?



As an employer, you must protect the safety and health of your **employees or workers** working under your direction, as well as **persons who may be affected by their work.**

The WSH Act and your role



As an employer, my roles are:

Make sure the work environment is **safe**



Conduct **risk assessments** to identify hazards and implement effective **risk control** measures



Ensure workers are provided with **sufficient instruction, training and supervision** so that they can work safely



Make sure adequate **safety measures are taken for any machinery, equipment, plant, article or process** used at the workplace



Develop and **implement systems** for dealing with **emergencies**



The WSH Act

Legal Liabilities

Maximum penalties for failing to comply with the Workplace Safety and Health (WSH) Act.



Offender	Maximum fine	Maximum imprisonment	Conditions
Individual	First conviction: \$200,000 Repeat offender: \$400,000	2 years	Either and/or both
Corporate body	First conviction: \$500,000 Repeat offender: \$1 million	N.A.	N.A.

The WSH Act and your role



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Legal Liabilities

Maximum penalties for failing to comply with the Workplace Safety and Health (WSH) Act.



Failure to comply with Remedial Order or Stop Work Order

Offence	Maximum fine	Maximum imprisonment	Conditions
Not complying with Remedial Order	\$50,000 and additional fine of \$5,000 for each day of continued offence	12 months	Either or both
Not complying with Stop Work Order	\$500,000 and additional fine of \$20,000 for each day of continued offence	12 months	Either or both

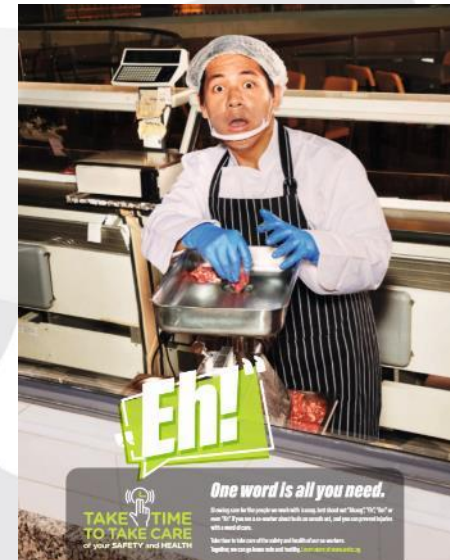
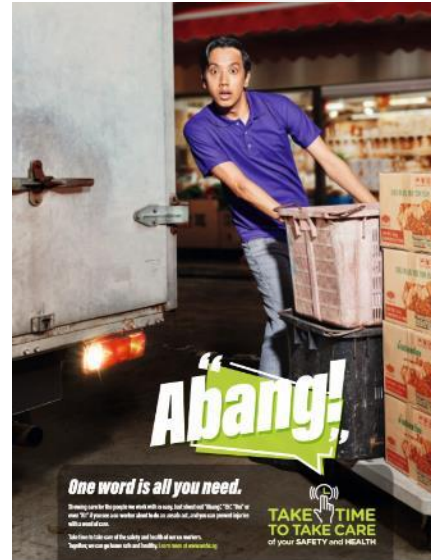
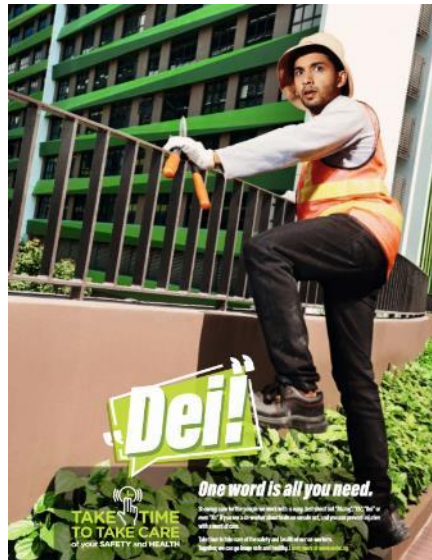
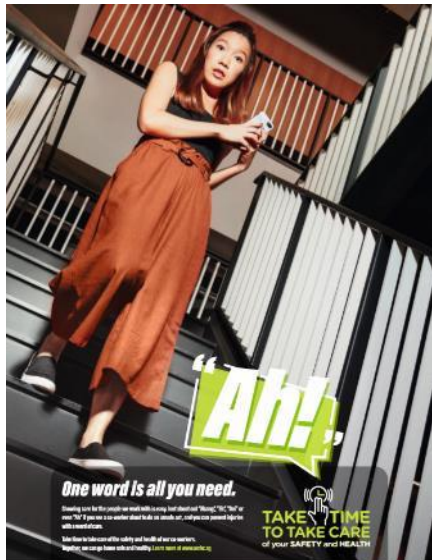
How WSH Council can help



This year's National WSH Campaign message - "A Word of Care" aptly supports our aspiration for WSH 2028 – strengthening WSH ownership through a **culture of care and trust** at the workplace.

By calling out a word of care as simple as **"Bro", "Eh", "Ah" or "Dei"**, workers can look out for one another at work and take actions when they see a co-worker about to carry out an unsafe act.

Take part in the National WSH Campaign and spread **"A Word of Care"** among your employees through the activities on www.wshc.sg/nationalcampaigns



How WSH Council can help Promote & Recognise



Advertisement



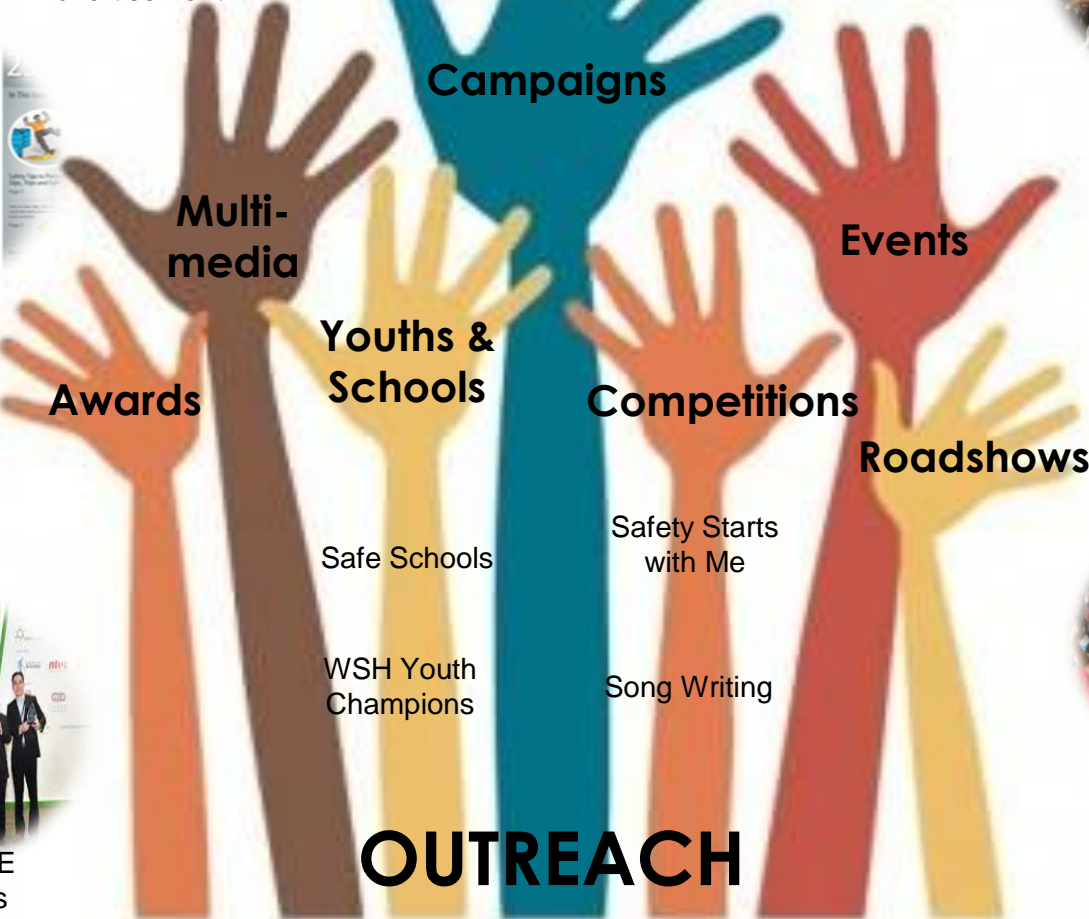
National WSH Campaign



Sector Campaign



Newsletters



Singapore WSH Conference



WSH Awards



bizSAFE Awards



Worker Dormitory Roadshow

How WSH Council can help Set Acceptable WSH Practices



Workers

- Guide / Handbook
- Poster
- Checklists
- Videos



Professionals

- Approved Code of Practices
- Guidelines
- Case Studies
- WSH Alerts

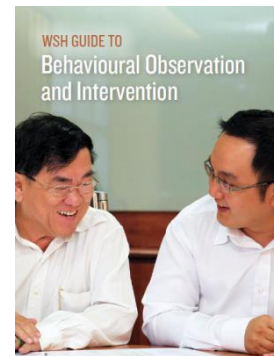


Activity Based Checklist
Slips, Trips and Falls

Slip, trip and fall hazards are common in workplaces. They can lead to serious bodily harm or even fatal injuries. Use this basic checklist as a guide to keep you and your workers safe. For more information on how you can keep your workplace safe, go to www.aish.gov.sg

Name of Company: _____ Person's Location: _____
Checked by (Name/ Designation): _____ Date: _____

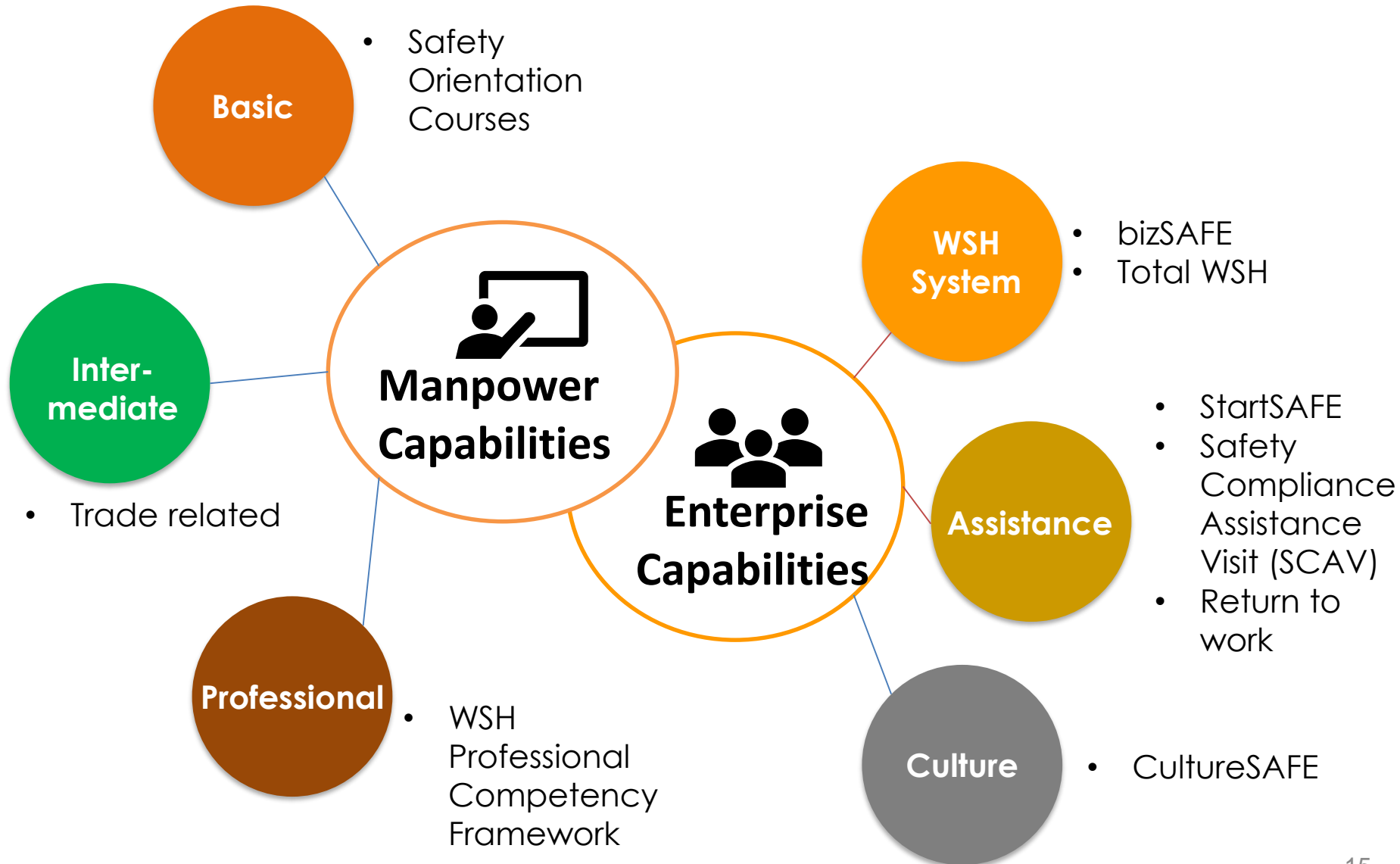
Safety Checks	Please tick (✓), Nil, NA or	If an action required by
Anti-slip installations such as anti-slip mats are used for areas that are wet or oily.	<input type="checkbox"/>	Name: _____ Date: _____
Appropriate personal protective equipment such as anti-slip shoes are provided for all workers.	<input type="checkbox"/>	Name: _____ Date: _____
Damaged floorings (e.g. broken tiles) are repaired immediately.	<input type="checkbox"/>	Name: _____ Date: _____
Good housekeeping is maintained.	<input type="checkbox"/>	Name: _____ Date: _____
Workways are kept clear of obstructions such as boxes.	<input type="checkbox"/>	Name: _____ Date: _____



Code of Practice on Workplace Safety and Health (WSH) Risk Management



How WSH Council can help Build Industry Capabilities





bizSAFE₁

Understand Legal Obligations and WSH Policy

Top Management attends a ½ day workshop

Learn about Risk Management and Assessment Methodology

Risk Management Champion attends a 2-day course

bizSAFE₂

Implement Risk Management

Risk Management Audit

bizSAFE₃

Learn about WSH Management system

WSH Management System Champion attends 4-day course

bizSAFE₄

Deliver Excellence in WSH Management System

WSH Management System Audit

*biz*SAFE+

OVER **33,000**

Companies benefited from bizSAFE



Comply with Risk
Management
regulations



Increase business
competitive edge



Better corporate
branding



Safer and healthier
workplace for
employees



Free Advertising
of Services



Onsite WSH
Assistance
Programme



Learning
Journeys



Special Invites to
Conventions and
Forums

Culture of Care Culture of Trust Culture of Prevention



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This year's campaign "A Word of Care" aptly supports our aspiration for the WSH 2028 strategy. The WSH Council has produced a suite of resources to help companies run their own in-house campaigns to encourage their workers to join the movement of demonstrating 'A Word of Care' and drive the culture of **care, trust and prevention**.



Thank
you!!

