

Improving Construction Safety and Health – Singapore Experience

新加坡提升建筑工作场所安全与卫生的经验



MINISTRY OF
MANPOWER

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A Great Workforce A Great Workplace

Our Vision, Mission and Target

Vision

A Healthy Workforce in Safe Workplaces

Mission

To Prevent All Work-related Death, Injury & Ill-health

Target

By 2028, reduce and sustain the workplace fatal injury rate at below 1.0 per 100,000 workers



Singapore's workplace safety and health (WSH) framework is anchored on the legislation of the Workplace Safety and Health Act

Workplace Safety and Health Act (WSHA)

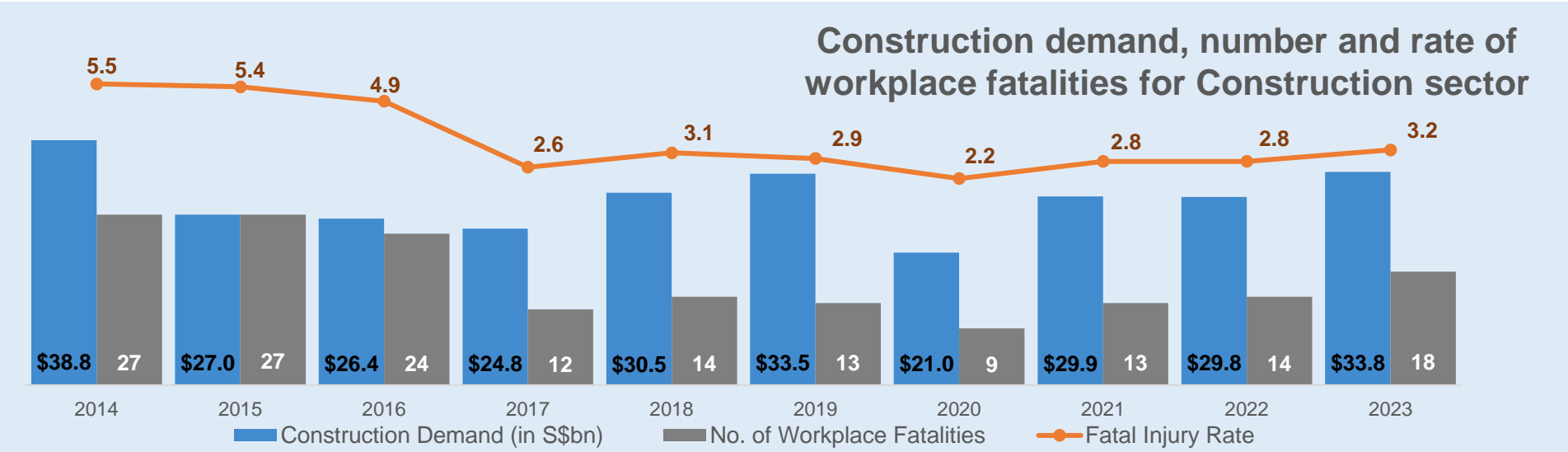
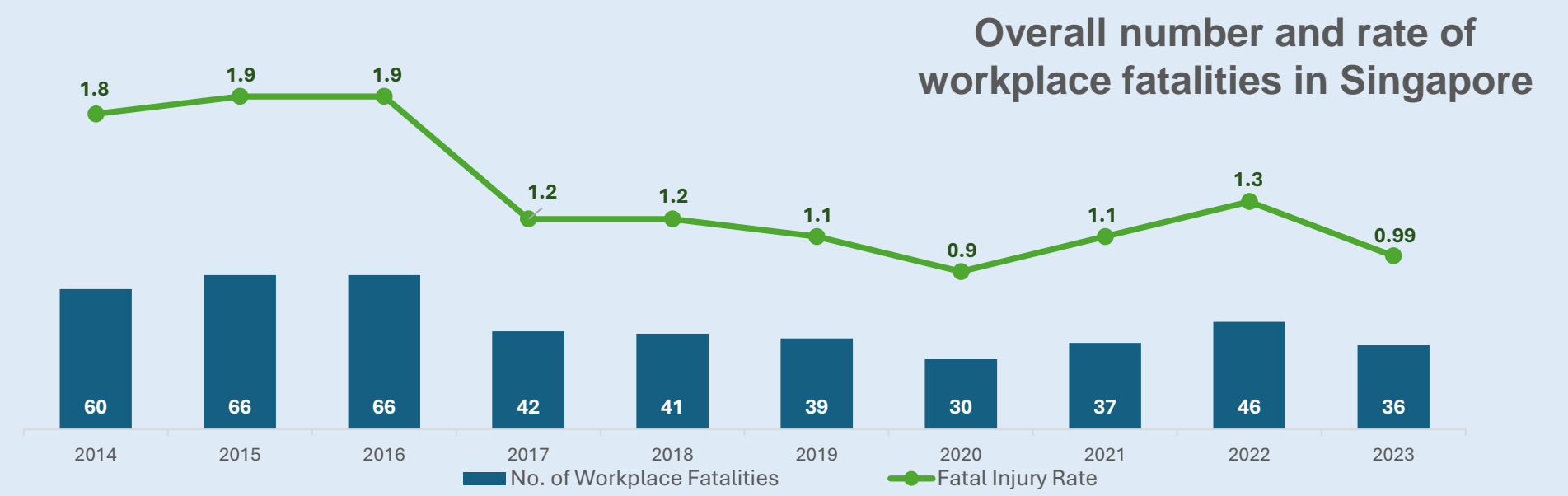
Came into effect on 1 March 2006, last amended in 2020. Supported by 29 subsidiary legislation.

Purpose: To prevent incidents & ill-health at work

WSHA stipulates responsibilities of occupiers, employers, principals, to take reasonably practicable measures to ensure the safety and health of persons at work.



Construction sector remains one of the top contributors of workplace fatalities



Sources:
Workplace Safety and Health National Statistics Reports, Ministry of Manpower (MOM), 2014 – 2023
Construction Demand, Tender Price Index & Construction Materials, Building Construction Authority (BCA), 2014 – 2023

It is crucial that all stakeholders do our part, press on with efforts and improve further



1a. Developers

- Take ownership in “**Design-for-Safety**” (DfS) to eliminate or reduce foreseeable design risks upstream.
- WSH (DfS) Regulations detail the process for stakeholders to discuss the design risks of the project so as to identify and mitigate the safety and health risks.



1b. Developers

- Developers' **procurement specifications** shape contractors' behaviour.
- WSH requirements for public sector construction and construction-related projects are enhanced.
 - All public sector developers extended the Safety Disqualification Framework to cover more projects and sub-contractors.
 - Minimum weightage of safety-related criteria in tender evaluations raised to at least 5% of the overall score.
 - Projects valued at S\$50 million and above, a **WSH Bonus Scheme** rewards good WSH outcomes during the construction phase.



2. Contractors & Sub-contractors

- **Demerit Point System (DPS)** enhanced in Construction sector.
 - Lowered threshold for issuing demerit points.
 - More demerit points are issued for WSH Act breaches.
 - Errant companies with consistently poor WSH performance reached the penalty thresholds faster, debarred from employing foreign employees for up to two years.
- Construction sites with contract value \geq S\$5million required to install **Video Surveillance System** at worksite locations with high-risk work activities.



3. Supervisors

- Mandatory **WSH Coordinator refresher training**.
 - Once every two years.
 - Provides continuous training to build up competencies to manage workplace injury risks.
 - Bridge WSH directives from company's management to workers, and see to the implementation and compliance with WSH practices.

Circular: WSH Coordinator Refresher Training



MOM/OSHD/2023-02

16 Feb 2023

To: Occupiers of Construction Worksites

WSH Coordinator Refresher Training

WSH Coordinators play a crucial role in strengthening WSH governance on the ground. They bridge WSH directives from the management to workers, and see to the implementation and compliance with WSH practices. It is thus imperative that they undergo continuous training to build up their competencies to assist the occupier in managing workplace injury risks.

2. The WSH Act requires the Employer and the Principal to take reasonably practicable measures to ensure the safety and health of the workers. This includes providing these workers with adequate training for them to perform their work. MOM requires <Name of Company>, as the Occupier and Principal/Employer, to send all the appointed WSH Coordinators working in your construction worksites to undergo the WSH Coordinator Refresher Training. These include the WSH Coordinators employed by the contractors and sub-contractors who are working in these worksites.

3. WSH Coordinators are required to complete the refresher training by the following deadlines:

- All WSH Coordinators in the construction sector who were trained before and on 31 December 2017 will have to complete their refresher training by 30 June 2023.
- All WSH Coordinators in the construction sector who were trained from 1 Jan 2018 till 31 Dec 2021 will have to complete their refresher training by 31 Dec 2023.

Priority for registration will be given to WSH Coordinators who are working in construction worksites where the contract sum is less than \$10 million, and those who need to meet the earlier deadline. WSH Coordinators who were informed earlier and have applied to attend the refresher training need not register for the training again.

4. The refresher training will be conducted in two parts:

- e-learning (estimated 5 hours), which can be carried out anywhere, anytime, and completed by different sections, at the participant's convenience using his/her mobile phones or any other internet-connected devices; AND
- a one day in-person training session, **AFTER** the participant has completed his/her e-learning.

5. The refresher training provides new information not covered in the WSH Coordinators' Advanced Certificate in WSH course. Learners will be updated on the latest WSH developments, and key areas such as good WSH practices and effective management of contractors. There will be activities where they can apply their knowledge and skills to practical work scenarios.



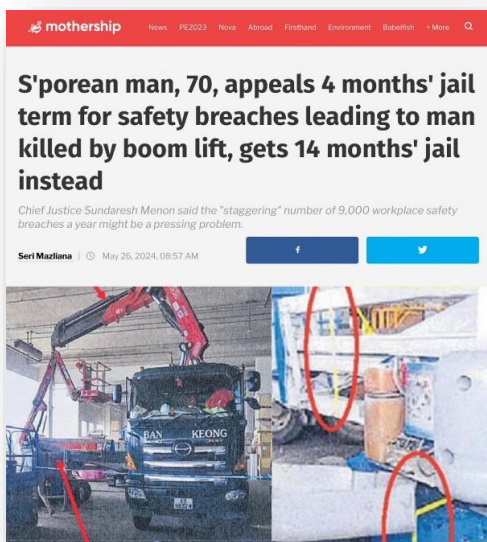
4. Workers

- Enhanced WSH training accessibility through **online micro-learning**.
 - Workers to engage in continuous learning on latest WSH knowledge, at their own convenience on-demand.
 - Modules cover high-risk work activities.
 - Bite-size online modules in workers' native languages.



5. Government

- More **targeted inspections** through predictive data modelling to identify higher risk workplaces.
- **Improve safety upstream** through behavioural nudges in pre-inspection letters.
- **Enhanced penalties** to punish offenders who fail to take any safety measures through stricter penalties.



Utter indifference to the harm and danger he can cause: CJ Menon

The court disagreed with the lawyers' characterisation of harm as not being "high", Menon said, adding that this was even after not taking into account Bee's death, as there were three people were exposed to harm with a high chance of fatality.

Menon noted the "egregiousness of the breaches", pointing out that Koh had "utterly failed" to perform his duties under three different safety regulations and codes.

"He had simply entered into a contract to transport the boom lift for a mere sum of \$180, without any regard to his statutory duties as an employer."

He said that it was "only a matter of time" before such an accident would occur.

On the lawyers' argument that Koh's breaches were "systemic", Menon pointed out Koh had conducted his business in "n a reckless manner in that he was indifferent to the danger he was posing to others" and was exactly the "very behaviour that Parliament intended to curb" when they passed stiffer penalties for the WSHA.

"There was utter indifference to the harm and danger he could cause or expose others to."

Let's do our part for WSH

Thank you



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