

SCIC Dialogue 2023

Updates on SAFE* measures

*Safety Accountability, Focus and Empowerment (SAFE)



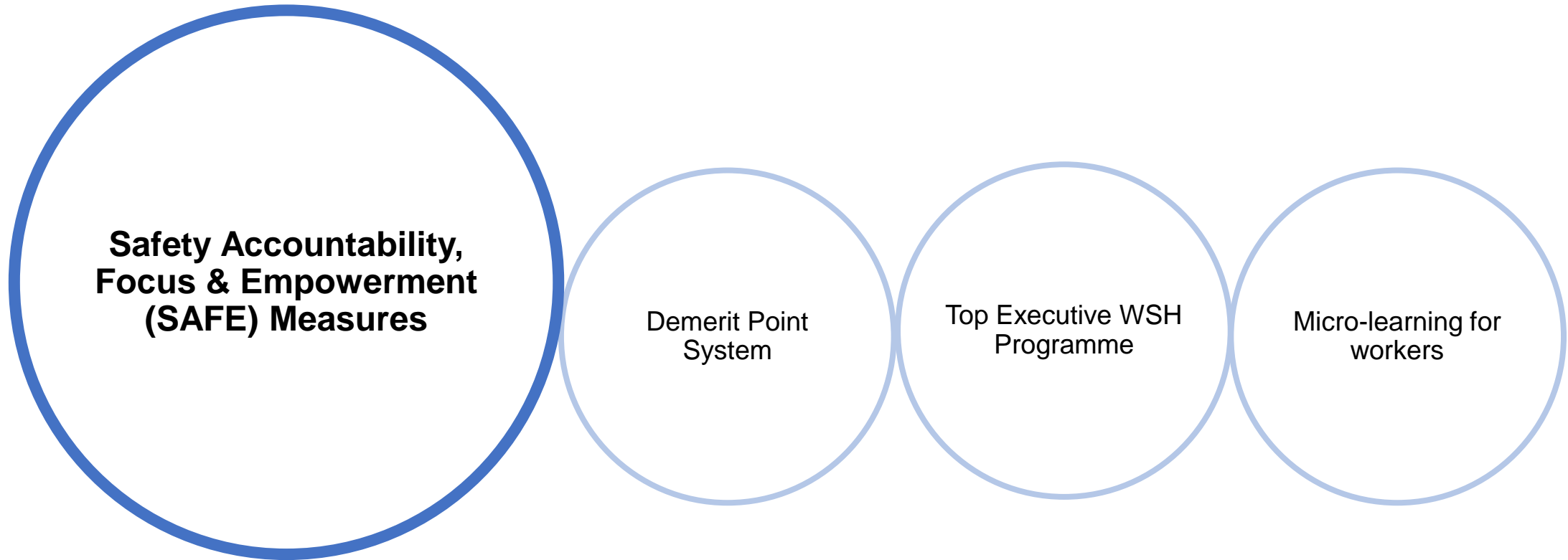
MINISTRY OF
MANPOWER

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24 Nov 2023



A Great Workforce A Great Workplace







SAFE measures to strengthen ownership at a sectoral level

IMPLEMENTED

IMPLEMENTED BY 2024

SECTORAL LEVEL

-  Introduce a set of disqualification criteria across all public sector construction tenders to temporarily disqualify contractors with poor WSH
-  Introduce a revised Demerit Point System for Construction sector, to temporarily debar errant companies from hiring foreign employees
-  Retain Multi-Agency Workplace Safety and Health Taskforce (MAST) as a standing committee and expand MAST membership
-  Expand Demerit Point System to the Manufacturing Sector **(Oct 2023)**



Introduce more stringent safety requirements in Government tenders **(1Q 2024)**









Require Video Surveillance System for construction sites with project value \geq \$5mil **(Jun 2024)**



Ensure safe use of machineries and combustible dust **(Jun 2024)**



SAFE measures to strengthen ownership at a company level

	IMPLEMENTED	IMPLEMENTED BY 2024
COMPANY LEVEL	 Require Chief Executives (CEs) to personally account for serious WSH lapses	 Require CE's or Board Directors in high-risk industries to attend the Top Executive WSH Programme (Mar 2024), for which online courseware is now available.
	 Require companies with major injuries and Stop Work Order to engage auditors	
	 Require CE's or Board Directors to attend ½ day in-person Top Executive WSH Programme, for companies with major WSH lapses following serious or fatal incidents	
	 Ramp up Enhanced Workplace Health Surveillance programme for noise	
	 Provide more support to SMEs through SME Centres	



SAFE measures to strengthen ownership at a worker level; and to enhance deterrence for WSH breaches

IMPLEMENTED

WORKER LEVEL



Launch annual National WSH Campaign to enhance safety reporting

IMPLEMENTED BY 2024



Introduce online micro-learning to Safety Orientation Course recertification (Jan 2024)

IMPLEMENTED

CONTINUE ENFORCEMENT EFFORTS



Double the quantum for Composition Fine from a minimum of \$1,000 to \$2,000 per WSH lapse)

IMPLEMENTED BY 2024



Increase maximum fines from \$20,000 to \$50,000 for breaches in WSH Act Subsidiary Legislation that could result in death or serious bodily injury (1Q 2024)



Demerit Point System (DPS) in Construction and Manufacturing sectors



Expanded the DPS to the Manufacturing sector since 1 Oct 2023

Objective

- To deter WSH breaches and uplift WSH standards and practices in the Manufacturing sector.

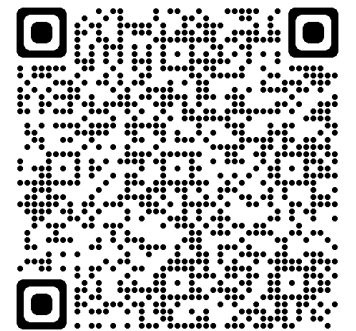
Considerations

- Manufacturing was the top contributor of workplace fatal and major injuries in 1H2023, with 35% more injuries compared to 2H2022.
- DPS assessed to be suitable to strengthen WSH ownership given effectiveness in Construction.

Details of DPS

- Companies are issued demerit points (DPs) for WSH Act/Regs breaches during MOM's targeted inspections and investigations.
- All companies issued with DPs are listed on MOM's website (CheckSafe).
- Each DP is valid for 18 months.
- Accumulation of ≥ 25 DPs will immediately trigger temporary debarment from hiring foreign employees.

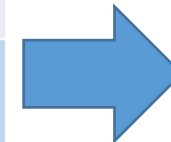
Demerit Point System



How DPs are issued and what penalties will be imposed

DPS – Accumulation of Points

Severity	Type of Incidents	DPS	When?
Potential Harm	Composition Fine (CF)	1 point per fine from 1 st CF onwards	Date of MOM's Composition Fine (CF) issuance
	Stop Work Order (SWO) (Partial)	5	Date of MOM's SWO issued
	Stop Work Order (SWO) (Full)	10	
Harm	Prosecution action taken for accident that led to major injury to any person (as defined on MOM's website)	25	Date of MOM's decision to prosecute
	Prosecution action taken for DO (potential for multiple fatalities)	25	
Severe Harm	Prosecution action taken for accident that led to death of one person	25	
	Prosecution action taken for accident that led to death of more than one person	50	



Penalty – Debarment from hiring of foreign employees

No of DPS accumulated within a 18-months period	Duration of debarment from <u>hiring</u> of Foreign Employees
1 to 24	Nil
25 to 49	3 months
50 to 74	6 months
75 to 99	1 year
100 to 124	2 years
125 and above	2 years – also debarred from <u>renewing</u> existing work passes

Top Executive WSH Programme (TEWP)



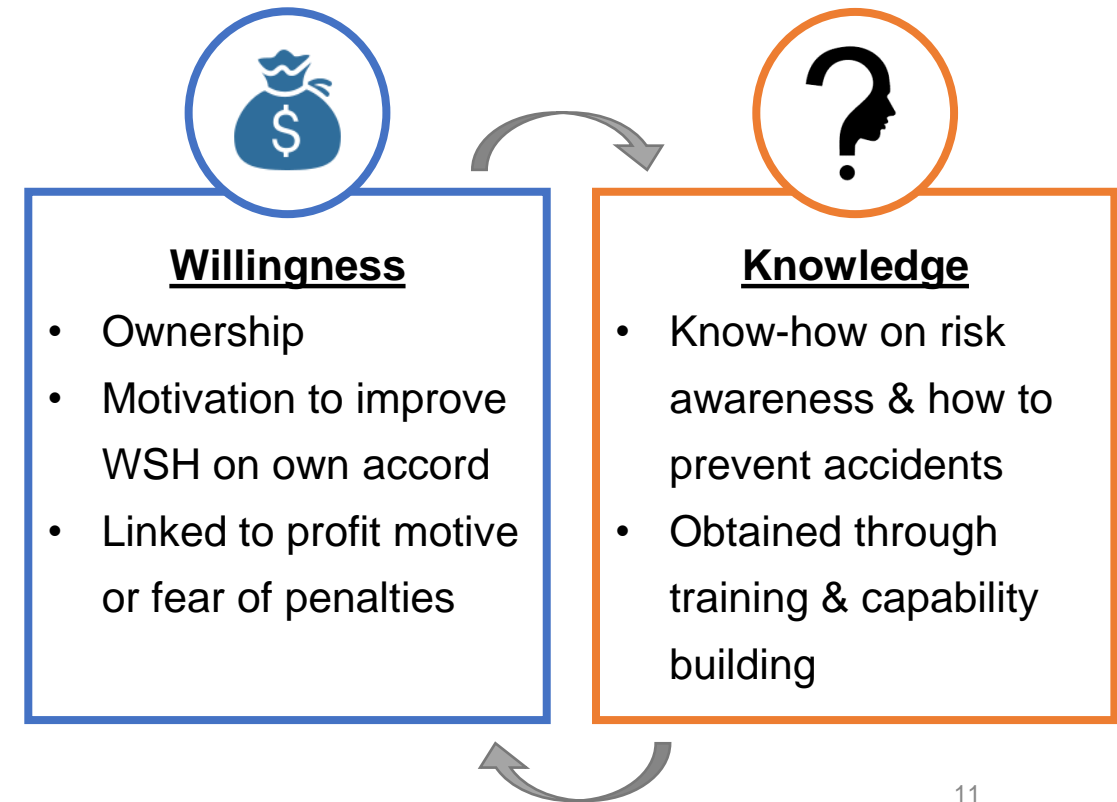
Require Chief Executives or Board Directors of all companies in higher-risk industries to attend the TEWP by Mar 2024

Objective

- To focus top management's attention on how to meet their WSH responsibilities and develop their WSH capabilities.

Considerations

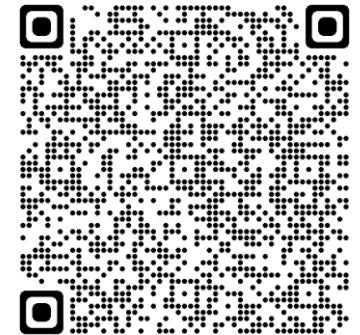
- Sustainable injury reduction relies on developing both willingness & knowledge.
- Focus on top management in higher-risk industries (Construction, Manufacturing, Transport & Storage, Marine, which accounted for 80% of fatal or major injury numbers in 2022.



Details of Top Executive WSH Programme

- Requirement for higher-risk industries: Construction, Manufacturing, Transportation & Storage and Marine.
- Training provides awareness on:
 - ✓ Legal responsibilities of top executives under s48 WSH Act;
 - ✓ Business benefits and value of WSH;
 - ✓ How top executives can shape WSH culture and system;
 - ✓ How to avoid common workplace incidents; and
 - ✓ Where to get help to build WSH capabilities.
- Training are already available in-person or online; around 3-4 hours.
- Chief Executives or Board Directors attending the programme must sign a declaration, pledging their commitment to safety and health of their workers by implementing the principles outlined in the Approved Code of Practice for their WSH Duties.
- *Since Feb 2023, Chief Executives or Board Directors of companies with serious WSH lapses following serious incidents are required to attend in-person WSH training (i.e. Top Executive WSH Programme) as a condition to lift the Stop Work Order (SWO).*

Apply for TEWP



Introduce online micro-learning to Safety Orientation Course recertification



Introduce online micro-learning component to Safety Orientation Course recertification assessment from Jan 2024

Objectives

- To empower workers to take greater ownership of their own safety by equipping them with updated WSH know-how.

Considerations

- Enhance safety training for workers in higher-risk industries by introducing a new online micro-learning component to Safety Orientation Course recertification assessment.

Details

- Online micro-learning comprises modules based on high-risk work activities, such as work at height; vehicular safety; slip, trip and fall; machinery safety; heat exhaustion/stroke; and risk assessment.
- Online micro-learning in 11 different languages, starting with Construction sector, is now available.

Micro-learning



Thank You!

