

# SCIC Agencies Dialogue 2024: MOM's Regulatory Updates



MINISTRY OF  
MANPOWER

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11 Oct 2024



A Great Workforce A Great Workplace

# Presentation Agenda

- Overview of Safety Accountability, Focus and Empowerment (SAFE) Measures
- Revised framework to guide employers and protect outdoor workers against heat stress
- Reporting of Process-Related Incidents by MHIs
- Updates to Info Sharing



# SAFE Measures for Sustainable WSH outcomes

In May 2023, the Multi-Agency Workplace Safety and Health Taskforce (MAST) introduced a set of Safety Accountability, Focus and Empowerment (SAFE) measures for more sustainable WSH outcomes

The measures have been progressively implemented in the past 2 years.



# SAFE measures were implemented to strengthen ownership at sectoral level; and company level

2023

2024-25

## SECTORAL LEVEL



Expanded Demerit Point System to the Manufacturing Sector



Introduced more stringent safety requirements in Government tenders



Required Video Surveillance System for construction sites with project value  $\geq$  \$5mil



Ensure safe use of machineries and combustible dust  
*(To be implemented. More details to come in Dec 2024)*

## COMPANY LEVEL



Chief Executives (CEs) to personally account for serious WSH lapses



CEs or Board Directors in high-risk industries to attend the Top Executive WSH Programme



Ramped up Enhanced Workplace Health Surveillance programme for noise



Provided more support to SMEs through SME Centres



# SAFE measures were implemented to strengthen ownership at worker level; and to enhance deterrence for WSH breaches

2023

2024

## WORKER LEVEL



Empowering workers and members of public to raise WSH issues through safety reporting



Introduced online micro-learning to Safety Orientation Course recertification

## ENHANCED DETERRENCE



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



Increased maximum fines from \$20,000 to \$50,000 for breaches in WSH Act Subsidiary Legislation that could result in death or serious bodily injury



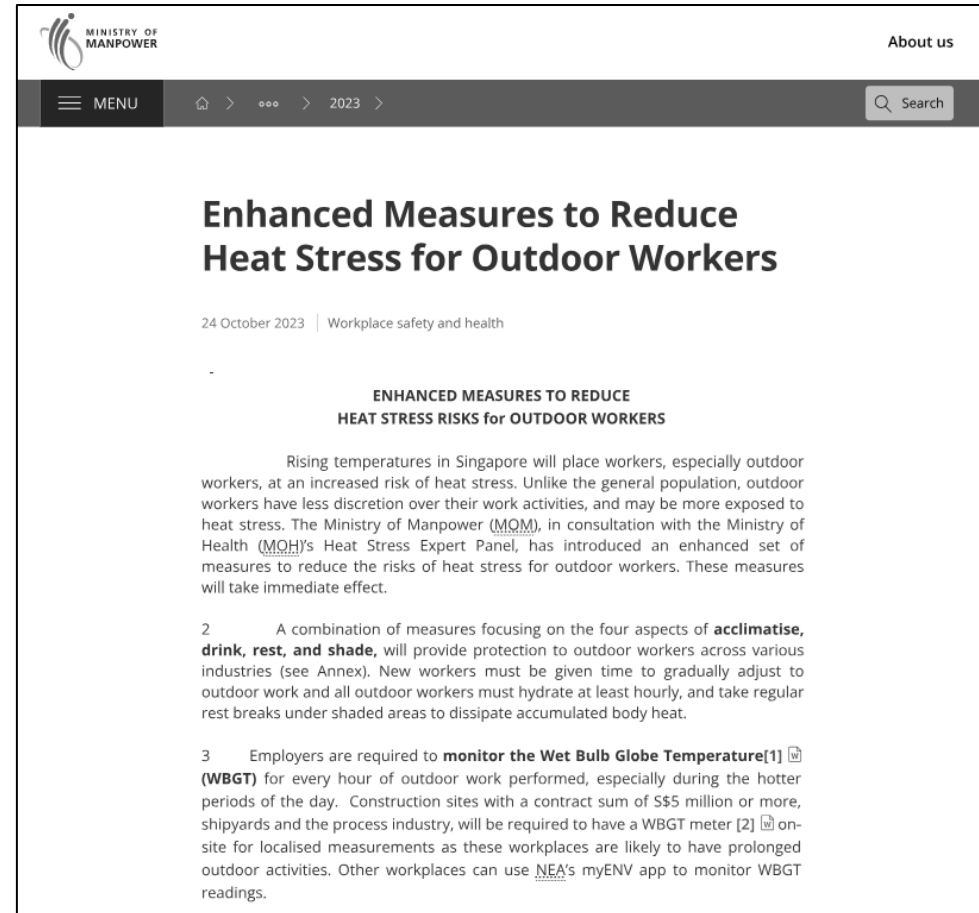
# Updates to Managing Heat Stress at the workplace

We have continued to review the situation together with tripartite partners and released an update earlier in Sep 24.



# In Oct last year, MOM issued a press release on Enhanced Measures to Reduce Heat Stress for Outdoor Workers

A warmer climate puts workers, particularly those performing manual work outdoors, at an increased risk of heat stress.



The screenshot shows the Ministry of Manpower website with the following content:

**Enhanced Measures to Reduce Heat Stress for Outdoor Workers**

24 October 2023 | Workplace safety and health

**ENHANCED MEASURES TO REDUCE HEAT STRESS RISKS for OUTDOOR WORKERS**

Rising temperatures in Singapore will place workers, especially outdoor workers, at an increased risk of heat stress. Unlike the general population, outdoor workers have less discretion over their work activities, and may be more exposed to heat stress. The Ministry of Manpower (MOM), in consultation with the Ministry of Health (MOH)'s Heat Stress Expert Panel, has introduced an enhanced set of measures to reduce the risks of heat stress for outdoor workers. These measures will take immediate effect.

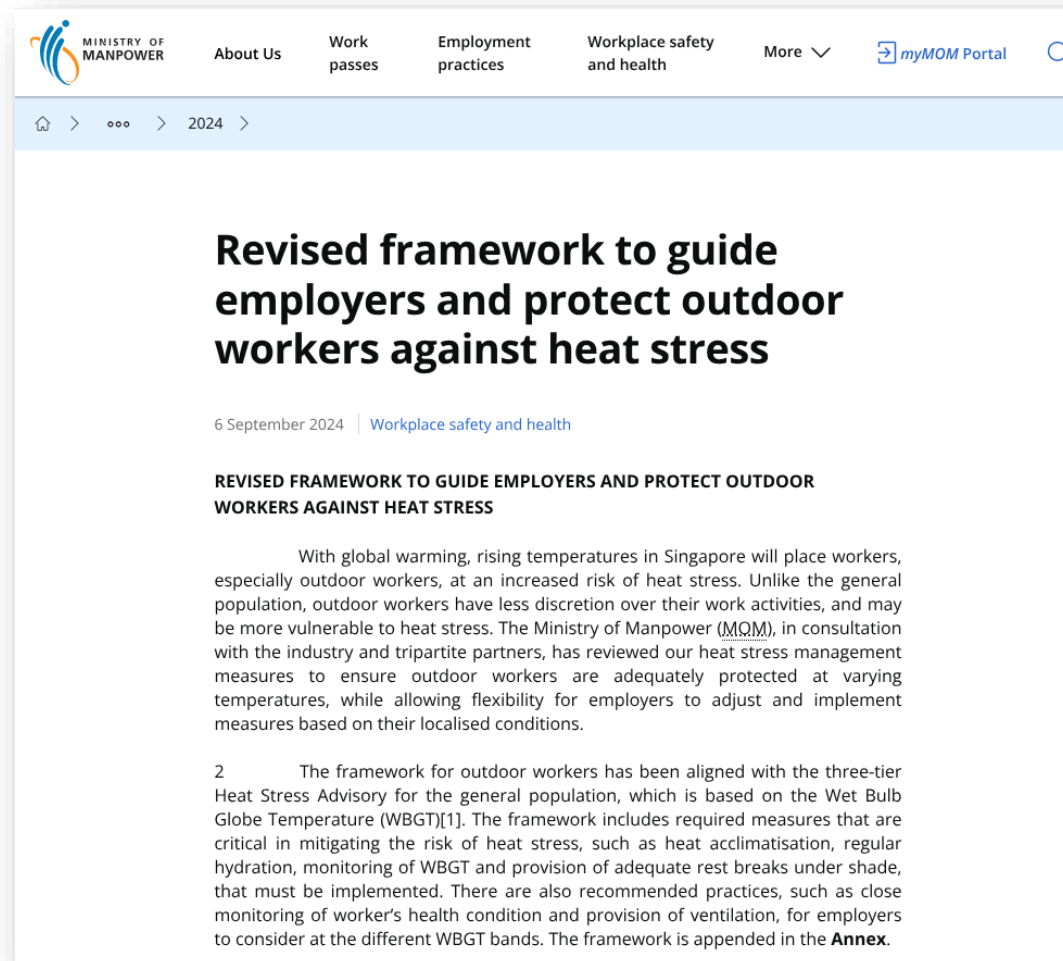
2 A combination of measures focusing on the four aspects of **acclimatise, drink, rest, and shade**, will provide protection to outdoor workers across various industries (see Annex). New workers must be given time to gradually adjust to outdoor work and all outdoor workers must hydrate at least hourly, and take regular rest breaks under shaded areas to dissipate accumulated body heat.

3 Employers are required to **monitor the Wet Bulb Globe Temperature**<sup>[1]</sup> (WBGT) for every hour of outdoor work performed, especially during the hotter periods of the day. Construction sites with a contract sum of S\$5 million or more, shipyards and the process industry, will be required to have a WBGT meter <sup>[2]</sup> on-site for localised measurements as these workplaces are likely to have prolonged outdoor activities. Other workplaces can use NEA's myENV app to monitor WBGT readings.



# On 6 Sep 2024, MOM issued the **revised framework** to guide employers and protect outdoor workers against heat stress

The press release provided clarity on the required heat stress measures to protect outdoor workers.



The screenshot shows the MOM website's press release page. The header includes the MOM logo, navigation links for 'About Us', 'Work passes', 'Employment practices', 'Workplace safety and health', and 'More'. A search bar and 'myMOM Portal' link are also present. The main content area features the title 'Revised framework to guide employers and protect outdoor workers against heat stress', the date '6 September 2024', and the category 'Workplace safety and health'. The text begins with a paragraph explaining the need for the revised framework due to global warming and the vulnerability of outdoor workers. A second paragraph, starting with a '2', details the framework's alignment with the three-tier Heat Stress Advisory and lists required measures like heat acclimatisation and hydration, as well as recommended practices like monitoring health and ventilation.

MINISTRY OF  
MANPOWER

About Us Work passes Employment practices Workplace safety and health More

myMOM Portal

6 September 2024 | Workplace safety and health

## Revised framework to guide employers and protect outdoor workers against heat stress

**REVISED FRAMEWORK TO GUIDE EMPLOYERS AND PROTECT OUTDOOR WORKERS AGAINST HEAT STRESS**

With global warming, rising temperatures in Singapore will place workers, especially outdoor workers, at an increased risk of heat stress. Unlike the general population, outdoor workers have less discretion over their work activities, and may be more vulnerable to heat stress. The Ministry of Manpower (MOM), in consultation with the industry and tripartite partners, has reviewed our heat stress management measures to ensure outdoor workers are adequately protected at varying temperatures, while allowing flexibility for employers to adjust and implement measures based on their localised conditions.

2 The framework for outdoor workers has been aligned with the three-tier Heat Stress Advisory for the general population, which is based on the Wet Bulb Globe Temperature (WBGT)[1]. The framework includes required measures that are critical in mitigating the risk of heat stress, such as heat acclimatisation, regular hydration, monitoring of WBGT and provision of adequate rest breaks under shade, that must be implemented. There are also recommended practices, such as close monitoring of worker's health condition and provision of ventilation, for employers to consider at the different WBGT bands. The framework is appended in the **Annex**.





# HEAT STRESS MEASURES FOR OUTDOOR WORK

Measures	Wet Bulb Globe Temperature (WBGT) Bands		
	WBGT(°C) < 31 <i>Below 31</i>	31 ≤ WBGT (°C) < 33 <i>31 to less than 33</i>	WBGT (°C) ≥ 33 <i>33 and above</i>
Acclimatise	<ul style="list-style-type: none"> <li>Acclimatise workers new to Singapore or returning from leave of more than a week and gradually increase workers' daily heat exposure over at least 7 days<sup>R</sup></li> </ul>		
Drink	<ul style="list-style-type: none"> <li>Provide cool or cold drinking water supply near work areas</li> <li>Rehydrate regularly<sup>R</sup></li> </ul>	<ul style="list-style-type: none"> <li>Provide cool or cold drinking water supply near work areas</li> <li>Rehydrate at least hourly<sup>R</sup> <i>(Recommended intake of 300ml per hour or more depending on work intensity)</i></li> </ul>	
Rest & Shade	<ul style="list-style-type: none"> <li>Ensure workers get adequate rest under shade for recovery from heat<sup>R</sup></li> <li>Rest areas to be near work areas, where feasible</li> </ul>	<p>WBGT (°C) 31 to less than 32:</p> <ul style="list-style-type: none"> <li>Ensure workers get adequate rest under shade for recovery from heat<sup>R</sup></li> <li>Rest areas to be near work areas, where feasible</li> </ul> <p>WBGT (°C) 32 and above:</p> <ul style="list-style-type: none"> <li>Provide hourly rest breaks of a minimum of 10 minutes for heavy physical work activity when WBGT reaches 32°C and above<sup>R</sup></li> </ul>	<ul style="list-style-type: none"> <li>Provide hourly rest breaks of a minimum of 15 minutes for heavy physical work activity</li> <li>Longer rest periods recommended as WBGT increases</li> </ul>

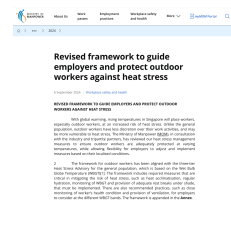







Measures	Wet Bulb Globe Temperature (WBGT) Bands		
	WBGT(°C) < 31 <i>Below 31</i>	31 ≤ WBGT (°C) < 33 <i>31 to less than 33</i>	WBGT (°C) ≥ 33 <i>33 and above</i>
Monitor WBGT	<ul style="list-style-type: none"> <li>Monitor WBGT every hour during work hours<sup>R</sup>, especially during the hotter periods of the day</li> <li><i>On-site WBGT meters are required for construction sites with a contract sum of S\$5 million or more, shipyards and the process industry. Other workplaces can refer to the National Environment Agency's myENV app.</i></li> </ul>		
Reschedule	NA	<ul style="list-style-type: none"> <li>Reschedule outdoor physical work to cooler parts of the day where feasible</li> </ul>	
Monitor Worker	NA	<ul style="list-style-type: none"> <li>Close monitoring of worker's health condition, particularly for vulnerable workers</li> <li>Implement a buddy system: workers to look out for each other for signs of heat-related illnesses</li> </ul>	
Emergency Response	<ul style="list-style-type: none"> <li>Identify workers vulnerable to heat stress and make redeployment arrangements where required</li> </ul>		<ul style="list-style-type: none"> <li>Redeploy vulnerable workers to non-outdoor work</li> </ul>
	<ul style="list-style-type: none"> <li>Establish emergency responses plan and implement reporting procedures<sup>R</sup></li> </ul>		
Ventilation	NA	<ul style="list-style-type: none"> <li>Cool rest and work areas with fans, air coolers etc.</li> <li>Provide loose-fitting and light-coloured clothing to workers</li> </ul>	



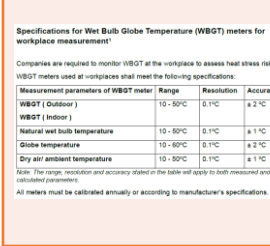



<sup>R</sup>: Requirements

Scan the QR code for details on heat stress measures for outdoor work



# Heat Stress – Resources Page

Thumbnail	Name	QR Code
	Revised framework to guide employers and protect outdoor workers against heat stress	
	WSH Insights on Managing Heat Stress as Singapore gets Warmer	
	FAQs on Heat Stress Measures for Outdoor Workers	
	WSH Guidelines on “Managing Heat Stress in the Workplace”	

Thumbnail	Name	QR Code
	Heat Stress Management Compliance Checklist	
	Specifications for WBGT Meters for Workplace Measurement	
	Poster for “Monitor and Manage Heat Stress at Workplace”	

# Process-Related Incidents (PRIs)

MHIs to report PRIs and step up vigilance.



# What is a Process-Related Incident (PRI)?

- **WSH (MHI) Regs r19** – Duty of occupier to (1) notify WSH Commissioner as soon as reasonably practicable and (2) report to Commissioner no later than 10 days after the occurrence of a PRI
- **PRIs to be notified and reported include:**
  - Unintended **fires and explosion**
  - Unplanned or uncontrolled **discharge of one or more dangerous substances** with release quantities above stated thresholds
- To notify and report to MHD, MHIs need to:
  - Contact MHD immediately through the designated point of contact, upon the occurrence of a process-related incident.
  - Submit a detailed report no later than 10 days after the incident online, via [WSH Incident Reporting eService](#).
  - After submitting the report, continue the investigation to determine the root cause of the process-related incident.
  - As soon as the investigation is completed, update the incident report with the detailed investigation report , via [WSH Incident Reporting eService](#).

#### *Resources available:*

- Dangerous substances release threshold quantities
- Occupier's guide to submit MHI process-related incident report
- Link to eService - WSH Incident Reporting
- FAQs and related questions



# Info Sharing by MHIs

MHIs are to share relevant information with other MHIs to minimise impact and casualties for potential major accident.



# Background to Info Sharing by MHIs

- Info Sharing to be conducted among neighbouring MHIs, to communicate off-site consequences from major accidents and prevent domino impacts
- MHIs are regulated under the WSH (MHI) Regulations 2017
  - Safety Case Regime – MHIs demonstrate responsibilities in proactively managing risks
  - Sharing of information by MHIs when notified by Commissioner, as required under r22



# Info sharing allows affected parties to understand potential hazards from neighbours and enhance emergency response plans

- MHIs are required to provide other MHIs in the designated group the following info:
  - **Basic information** of the MHI
  - **General information** of substances causing the offsite impacts and their general properties to all MHIs in the cluster and
  - **Scenario-specific information** (fire, overpressure and toxic release scenarios) of how the affected MHI(s) may be impacted and recommended actions to take, based on actual contour(s) encroaching into neighbours

Guidelines have been drafted to provide clarity on the info required to be shared, along with examples, templates and FAQs.



# Info Sharing: **What to expect**



MHIs are allocated into groups based on geographical clustering and will be notified by MHD to initiate info sharing within their groups.



Phase 1 was piloted on 8 MHIs located in Ayer Merbau group in 2023-24. Generally, feedback was positive; further refinement to the guidelines were also suggested by participants



What's next: MHD will roll out a phased-approach for other MHIs to implement info sharing.



MHD will notify MHIs which group they are in, the details of other MHIs in the group and the timeline of implementation. MHIs will be provided with guidelines as well as sufficient time to share the required information, and subsequently incorporate the information they have received into their Safety Case and Emergency Response Plans.





Thank you

