Empowered *workforce*, Thriving *workplaces*

Updates on Occupational Health

SCIC Joint Agencies Dialogue 6 Nov 2026

by OSH Specialist Department, Occupational Safety and Health Division

Ministry of Manpower

Expansion Of OD Coverage in WSHA and WICA

Two key legislation governing workplace safety and health

Workplace Safety and Health Act (WSHA)	Work Injury Compensation Act (WICA)
Came into effect on 1 March 2006, replaced the former Factories Act. Supported by 29 subsidiary legislation.	Came into effect on 1 April 2008, replaced the Workmen's Compensation Act. Supported by 7 subsidiary legislation.
(1) To prevent incidents & ill-health at work	**(2) To ensure employees receive compensation for work injuries in a fair and expeditious manner**
WSHA stipulates responsibilities of occupiers, employers and principals, to take reasonably practicable measures to ensure the safety and health of persons at work. Expanded to include **Platform Operators'** and **Platform Workers'** duties towards safe platform work from 1 Jan 2025.	All employees are covered for all injuries arising out of and in the course of work, and compensation limits are capped to limit employers' liability. Expanded to provide the same scope and level of work injury compensation to **Platform Workers** from 1 Jan 2025.

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Legislative changes to expand OD coverage for reportable and compensable ODs from 1 Dec 2025

Revised OD list under the 2nd Schedules of the WSHA and WICA now cover all work-related musculoskeletal disorders (WRMSDs), beyond upper-limb disorders and more infectious diseases.

Before 1st Dec 2025	From 1st Dec 2025
Only Musculoskeletal Disorders of the Upper Limb (MSD UL) required to be reported under OD such as: • Carpal tunnel syndrome • Tennis elbow • Rotator cuff tendinitis • De Quervain's tenosynovitis • Trigger finger	**All** WRMSD including spine / lower limb required to be reported under OD such as: • Low back disorders (e.g. sprains, strains) • Lumbar disc herniation • Sciatica / radiculopathy

All occupational infectious diseases in healthcare, laboratory and research settings beyond Tuberculosis are reportable.

Other changes to reporting and compensation coverage for OD from 1 Dec 2025

Conditions removed from the OD list

- Poisoning by carbon dioxide gas
- Ulceration of the corneal surface of the eye

These two conditions remain compensable as work injuries rather than ODs because they commonly result from accidents.

Aligned reporting and compensation coverage

The same list of 38 ODs applies to reporting and compensation, so all reportable ODs are compensable.

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Reportable Occupational Diseases under Workplace Safety and Health Act and Work Injury Compensation Act

	Diseases caused by physical agents
1.	Barotrauma
2.	Cataract due to infra-red, ultraviolet or ionising radiation
3.	Compressed air illness or its sequelae, including dysbaric osteonecrosis
4.	Diseases caused by excessive heat
5.	Diseases caused by ionising radiation
6.	Noise-induced hearing loss
	Diseases caused by chemical agents
7.	Poisoning by aniline
8.	Poisoning by arsenic
9.	Poisoning by benzene or a homologue of benzene
10.	Poisoning by beryllium
11.	Poisoning by cadmium
12.	Poisoning by carbamates
13.	Poisoning by carbon disulphide
14.	Poisoning by carbon monoxide gas
15.	Poisoning by cyanide
16.	Poisoning by halogen derivatives of hydrocarbon compounds
17.	Poisoning by hydrogen sulphide
18.	Poisoning by lead
19.	Poisoning by manganese
20.	Poisoning by mercury
21.	Poisoning by organophosphates
22.	Poisoning by oxides of nitrogen
23.	Poisoning by phosphorus
24.	Toxic anaemia
25.	Toxic hepatitis
	Diseases caused by biological agents
26.	Anthrax
27.	Glanders
28.	Leptospirosis or its sequelae
29	Occupational infectious disease
	Musculoskeletal disorders
30.	Work-related musculoskeletal disorder
	Respiratory Disorders
31.	Asbestosis
32.	Byssinosis
33.	Occupational asthma
34.	Silicosis
	Skin Disorders
35.	Occupational skin disease
	Cancers (Malignant Diseases)
36.	Malignant mesothelioma
37.	Occupational liver angiosarcoma
38.	Occupational skin cancer

Total of 38 ODs

MOM website on expanded OD coverage

https://www.mom.gov.sg/workplace-safety-and-health/od-under-wsha-and-wica

FAQs

https://www.mom.gov.sg/workplace-safety-and-health/od-under-wsha-and-wica/faqs-wsha-wica

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Legal responsibility: Mandatory reporting of OD

Duty to report ODs

Registered Medical Practitioner

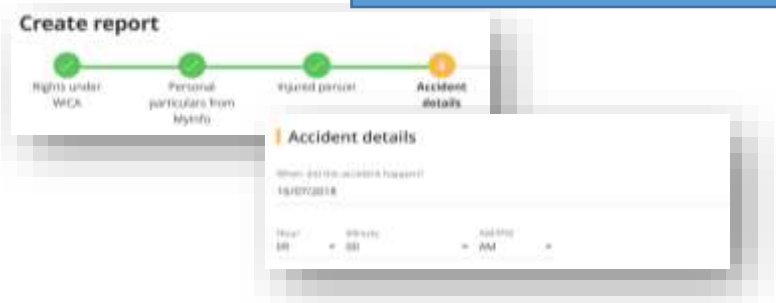
Submit iReport within 10 days after certifying that an employee has contracted an OD. Indicate OD diagnosis in memo / MC (to facilitate employer's reporting)

Employer / Platform Operator

Submit iReport within 10 days after receipt of the written diagnosis that an employee suffers from an OD

Online submission via the iReport Portal







Failure to report OD is an offence under WSHA

Report OD diagnosis → Communicate diagnosis to worker → Identify gaps → Reduce risk

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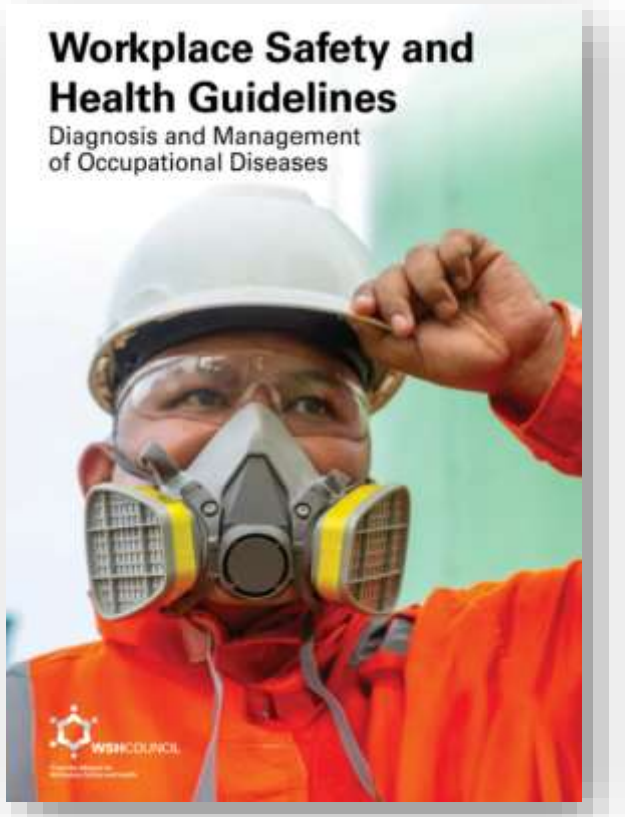
Updated WSH Guidelines on Diagnosis And Management Of ODs (OD Guide)



- Revised in tandem with the revision of list of ODs in WSHA and WICA and launched Sep 2025.
- To provide guidance for doctors and employers on diagnosis and management of ODs

Updated Guidelines: https://www.tal.sg/wshc/resources/publications/wsh-guidelines/wsh-guidelines-on-diagnosis-and-management-of-occupational-diseases

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Enhanced Heat Stress Framework for Outdoor Work

Singapore enhanced its Heat Stress Framework for outdoor workers on 28 August 2026



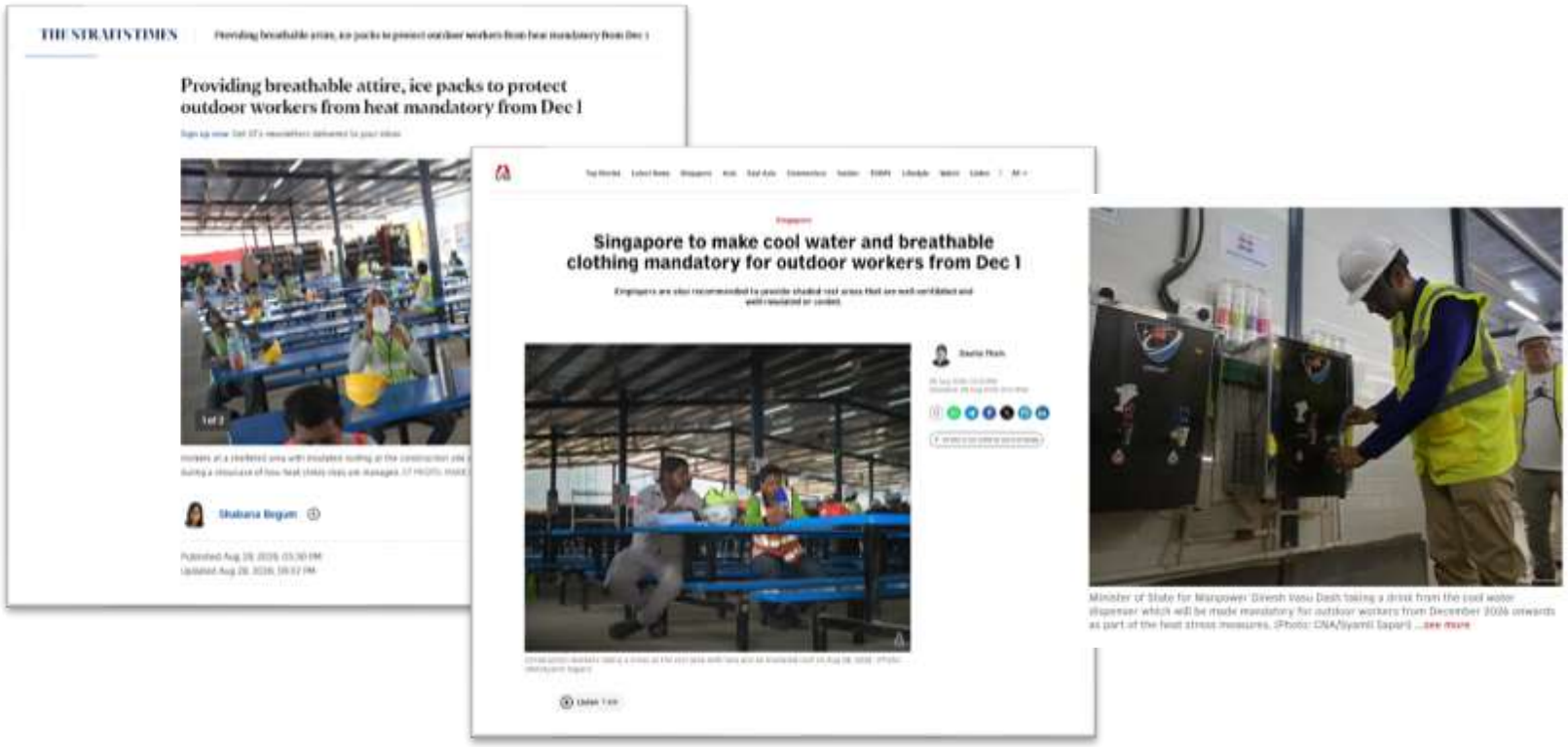
MOM Enhances Heat Stress Protection for Workers Amid Rising Heat Risks

1 As part of the Whole-of-Government efforts to strengthen Singapore's resilience to a warming climate, the Ministry of Manpower (MOM) has enhanced the Heat Stress Management Framework to better protect outdoor workers from heat-related risks. Employers will have three months to put the necessary measures in place before the enhanced measures take effect on 1 December 2026.

2 The enhancements **elevate four existing recommended practices to mandatory requirements**. These four measures were previously recommended under the Heat Stress Framework for Outdoor Work and have been widely adopted by employers. MOM is now making them mandatory to ensure consistent implementation across the industry. Employers will be required to:

- establish heat stress training programme for workers exposed to heat;
- provide cool drinking water supply near work areas;
- ensure cold water, ice packs or water spray on standby for emergency response; and
- provide suitable clothing that can mitigate or protect workers from excessive heat stress.

3 In addition to the mandatory requirements, MOM has also introduced a new recommended practice that employers provide shaded rest areas that are well ventilated and well insulated or cooled. *(See Annex for the infographic on the Updated Heat Stress Measures for Outdoor Work.)*



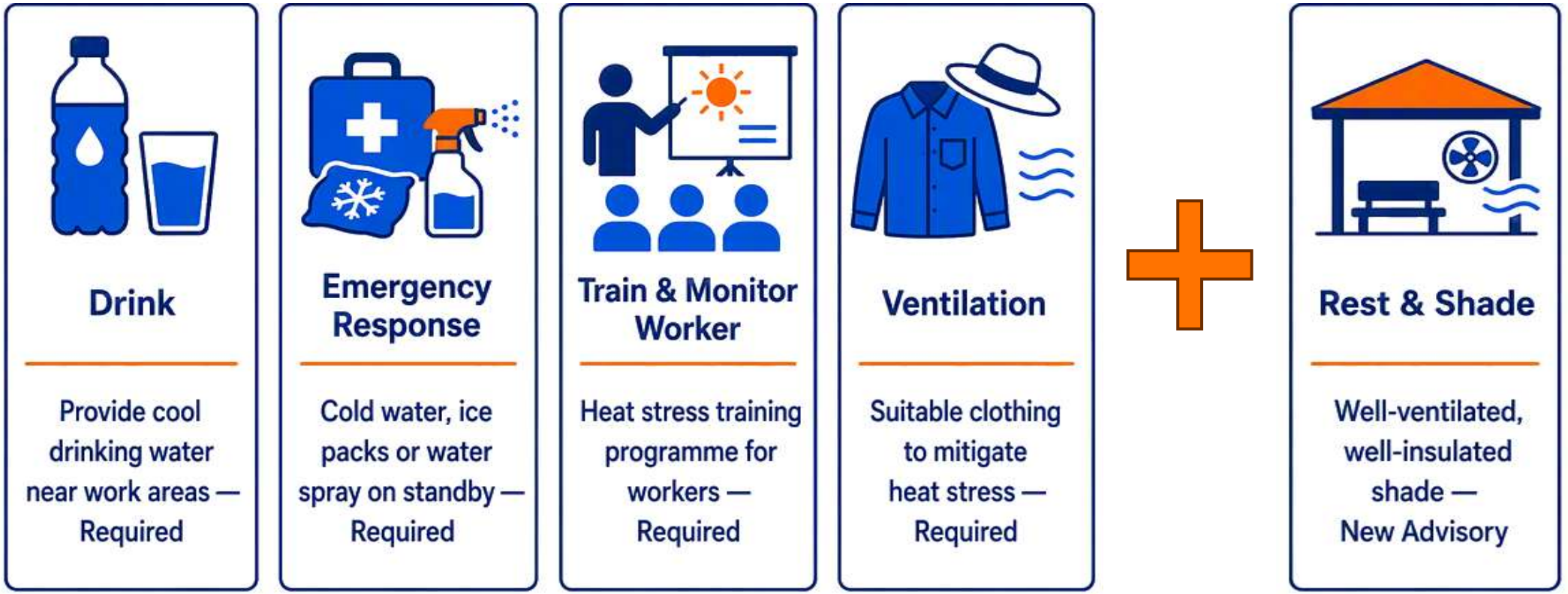
THE STRAITS TIMES

Providing breathable attire, ice packs to protect outdoor workers from heat mandatory from Dec 1

Singapore to make cool water and breathable clothing mandatory for outdoor workers from Dec 1

When announcing the measures, Minister of State for Manpower, Mr Dinesh Vasu Dash said, "Heat stress is an increasingly important workplace safety and health issue, particularly for workers carrying out outdoor work. As part of Singapore's broader efforts to strengthen our resilience to rising temperatures, employers must also take proactive steps to protect workers from heat-related risks…"

Summary of new enhancements which will be effective from 1 Dec 2026



4 mandatory requirements elevated from recommended measures

1 new recommended measure

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Drink

MEASURES

- Provide cool drinking water supply near work areas (e.g., water coolers, chilled water dispensers, potable water stored in insulated containers or coolers) [R]
- Rehydrate regularly [R]





Water cooler



Vending machine onsite

When WBGT is 31°C and above:

- **Rehydrate at least hourly** [R]
- Recommended intake of 300ml per hour or more depending on work intensity



Hydration sessions
"water parade"

R denotes a regulatory requirement.

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Emergency response

REQUIRED

- Emergency response plan and reporting procedures, covering sub-contractors' workers [R]
- Cold water, icepacks or water spray on standby [R]

WHAT COUNTS, AND WHAT DOES NOT

- Instant chemical ice packs do not meet the requirement on their own but may be used to supplement cooling using cold water, icepacks or sprays
- Emergency showers and misting fans may also be used as supplementary cooling on top of the required emergency provisions

R denotes a regulatory requirement.



Icepacks at workplace



Cooler box with ice

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Train & monitor worker

HEAT STRESS TRAINING PROGRAMME [R]

Workers are trained on the following:

- Early signs and symptoms of heat stress
- Worker, task and environmental risk factors
- Workplace measures specific to the site
- Emergency procedures specific to the site



RECOMMENDED WHEN WBGT 31°C AND ABOVE

- Close monitoring of workers' condition, particularly vulnerable workers
- Buddy system: workers look out for one another for signs of heat illness



R denotes a regulatory requirement.

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Ventilation and clothing

CLOTHING [R]

- Suitable clothing that mitigates or protects from excessive heat stress
- Loose-fitting, breathable or moisture-wicking





RECOMMENDED WHEN WBGT 31°C AND ABOVE

- Cool rest and work areas with fans, air coolers and similar



Note: Workers who are already required to wear protective clothing such as fire-retardant clothing or chemical protective suits for other safety reasons may be exempted from this requirement.

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R denotes a regulatory requirement.

Shade

WHAT IS RECOMMENDED

Shade is to be well ventilated and either well insulated or actively cooled





Insulated roofing



Fans



Air coolers

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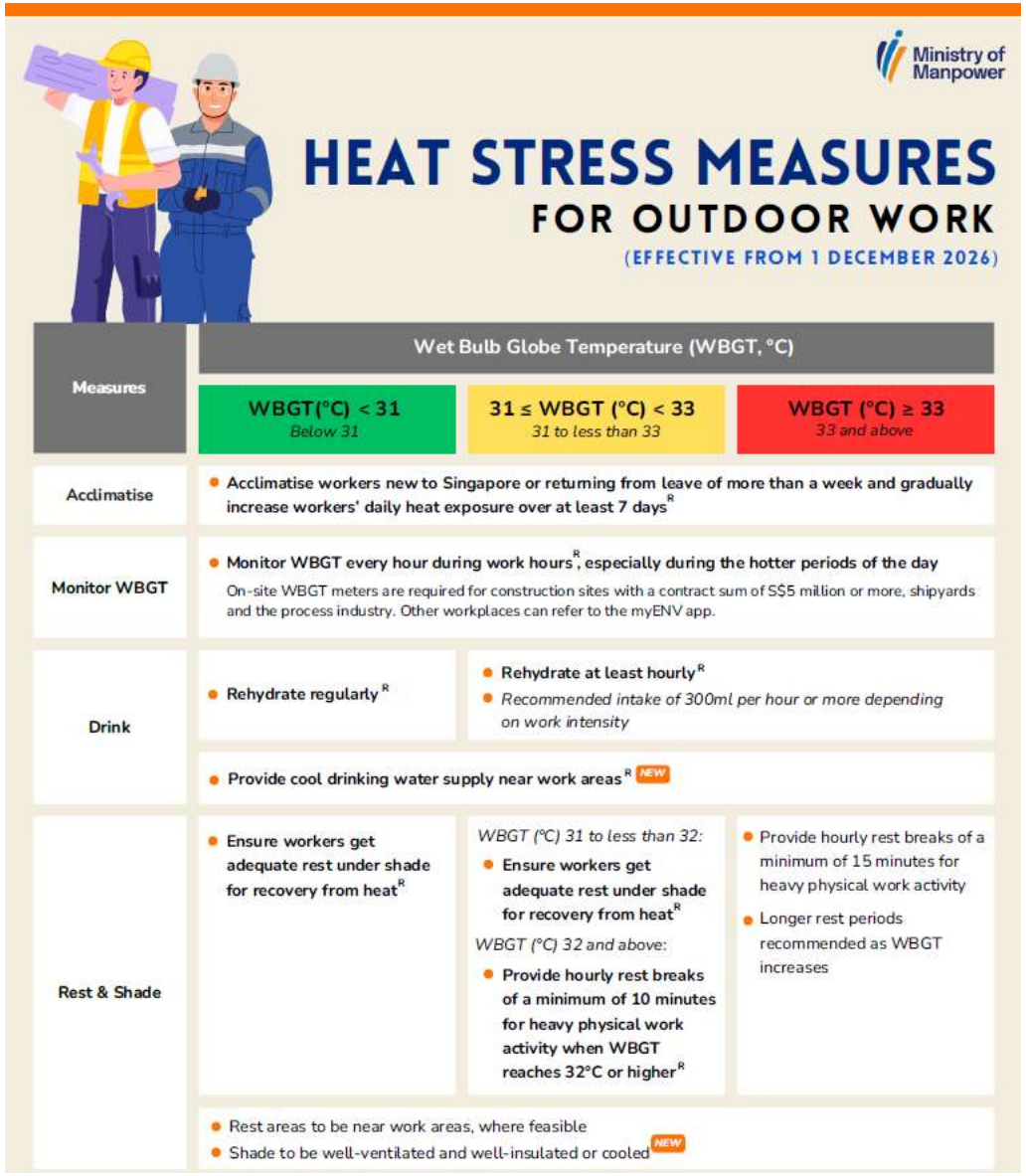
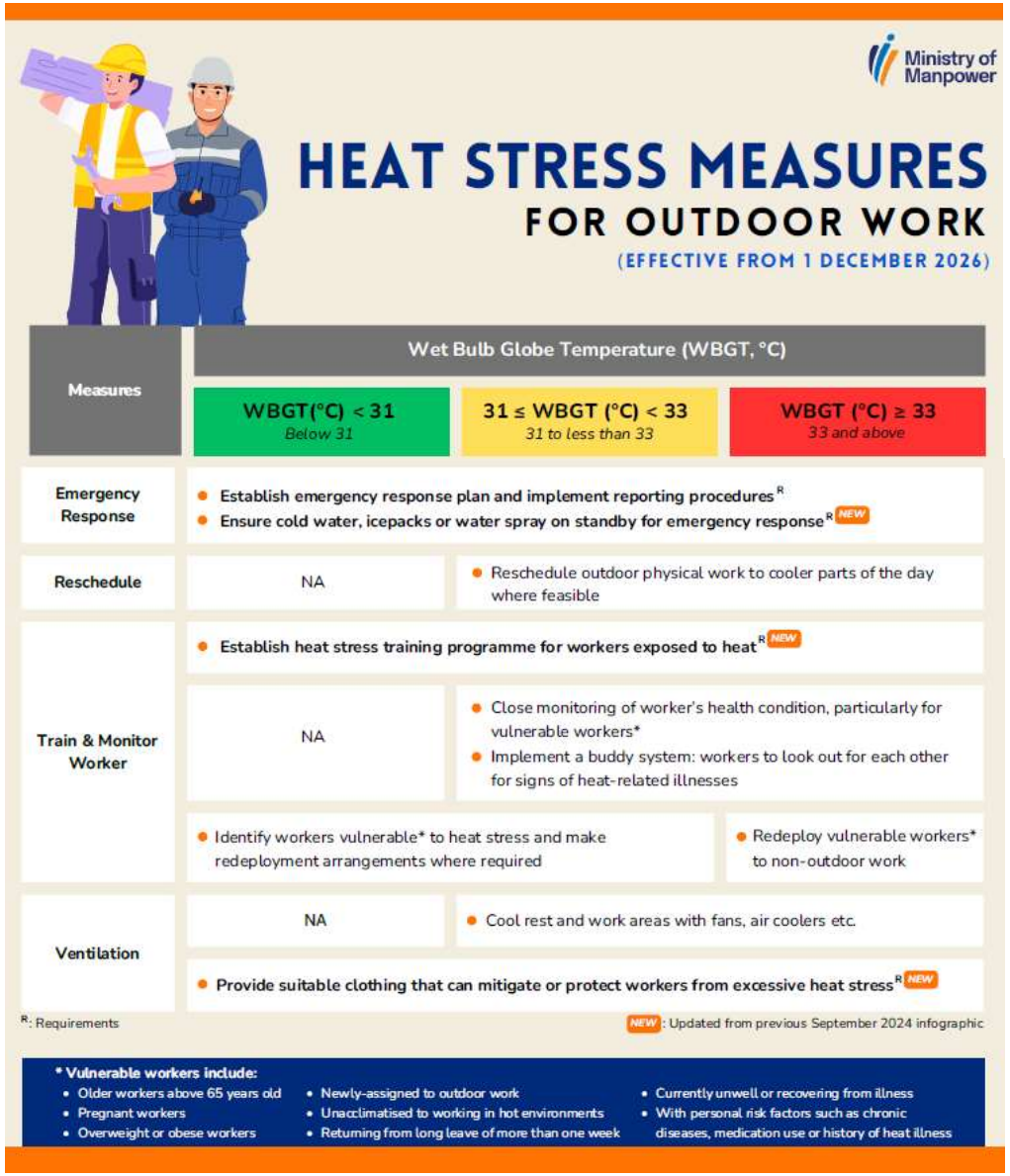
Overview of heat stress measures for outdoor work effective on 1 Dec 2026





Infographic available at: https://file.go.gov.sg/enhanced-heat-stress-measures.pdf

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Thank you