

...

THE

**RESOUNDING**

**VOICES**

OF

**WSH**

...



### MR. CHAN YEW KWONG

Director,  
Occupational Safety and Health  
Inspectorate of the Occupational  
Safety and Health Division,  
Ministry of Manpower

*“Workplace inspections, whether conducted by the employer or the regulatory authority, help to uncover safety and, or, health risks at work, and eliminate or reduce the chances of injuries or ill-health to employees, if appropriate corrective actions are taken in a timely manner. Regular and effective workplace inspections are an essential component of the employer’s overall prevention programme for Workplace Safety and Health.”*

### DR. GAN SIOK LIN

Executive Director,  
Workplace Safety and  
Health Institute

*“As we continue to improve our WSH fatality rates, the biggest threat is complacency, with stakeholders not putting in adequate resources to maintain the improvement. WSH initiatives need to be ongoing and internalised, with leaders playing a pivotal role in ensuring this. Leaders who are unaware of the importance of WSH can very quickly derail an organisation and change it from being ‘safe’ to being ‘unsafe’.”*





### **MR. GO HENG HUAT**

Director,  
Occupational Safety and Health  
Specialist of the Occupational Safety and  
Health Division,  
Ministry of Manpower

*“Singapore has come far since the beginning of our WSH journey. It is heartening to know that companies have learnt to embrace WSH as part of successful business outcomes and propagated this principle [within their network] of companies, creating a multiplier effect. Singapore’s WSH standards would reach greater heights marked with continual improvement only if the workforce makes WSH a way of life synergised by strong tripartite support.”*



### **MS. HO LAI FUNG**

Director,  
Industry Practices,  
Sensing & Engagement,  
Workplace Safety and  
Health Council


*“WSH is everyone’s responsibility. But the top management has to set the direction by having a WSH policy and framework in place and providing a conducive WSH environment so that everyone knows how to play his role and be responsible for each other’s safety and health.”*



**DR. HO SWEET FAR**

Senior Consultant,  
Occupational Safety and Health Specialist of  
the Occupational Safety and Health Division,  
Ministry of Manpower


*“The future of occupational health lies in having a keen interest and curiosity in work-related concerns and addressing them through interdisciplinary efforts.”*



**DR. JUKKA TAKALA**

Senior Consultant,  
Workplace Safety and Health Institute,  
Ministry of Manpower

*“Singapore is strategically, culturally, geographically and language-wise in an ideal position where East meets West. [Hence], we can identify solutions that have not yet been introduced in Asia, apply them, disseminate and facilitate the adoption of sensible practices in the Asian context, and the other way around.”*

A portrait of Ms. Kee Ee Wah, a woman with long dark hair, wearing a dark blazer and a patterned skirt, sitting on a ledge in a modern office setting.

## MS. KEE EE WAH

Director,  
Work Injury Compensation of  
the Occupational Safety and  
Health Division,  
Ministry of Manpower

*“I envisage the future state will go beyond work injury compensation to focus on injury management. We want to help injured employees to recover and get back to work as quickly as possible as this will in turn, give them assurance in terms of job and income security.”*

A portrait of Dr. Kenneth Choy, a man with glasses wearing a dark suit and tie, sitting at a table with a glass of water and papers, smiling.

## DR. KENNETH CHOY

Deputy Director  
(Occupational Medicine),  
Occupational Safety and Health  
Specialist of the Occupational  
Safety and Health Division,  
Ministry of Manpower

*“We all know that it is important to report occupational diseases. My vision is for all doctors and health professionals to recognise the link between health and work among their patients as early detection and intervention can prevent or reduce morbidity and disability. Recognising this link can be a part of the disease management process.”*



### MR. LAI POON PIAU

Executive Director,  
Workplace Safety and  
Health Council

*“Safety is not a cost; it’s an investment. This may sound clichéd but it’s totally true. Most efforts to address WSH issues in a business ultimately improve the business’ effectiveness and drive down cost. I believe most businesses also recognise this. However, the real constraint will be the time and attention that [the management of small and medium-sized enterprises] can invest in WSH. This is where the Council’s programmes will help.”*



### DR. LEE HOCK SIANG

Senior Consultant,  
Occupational Safety and Health  
Specialist of the Occupational  
Safety and Health Division,  
Ministry of Manpower

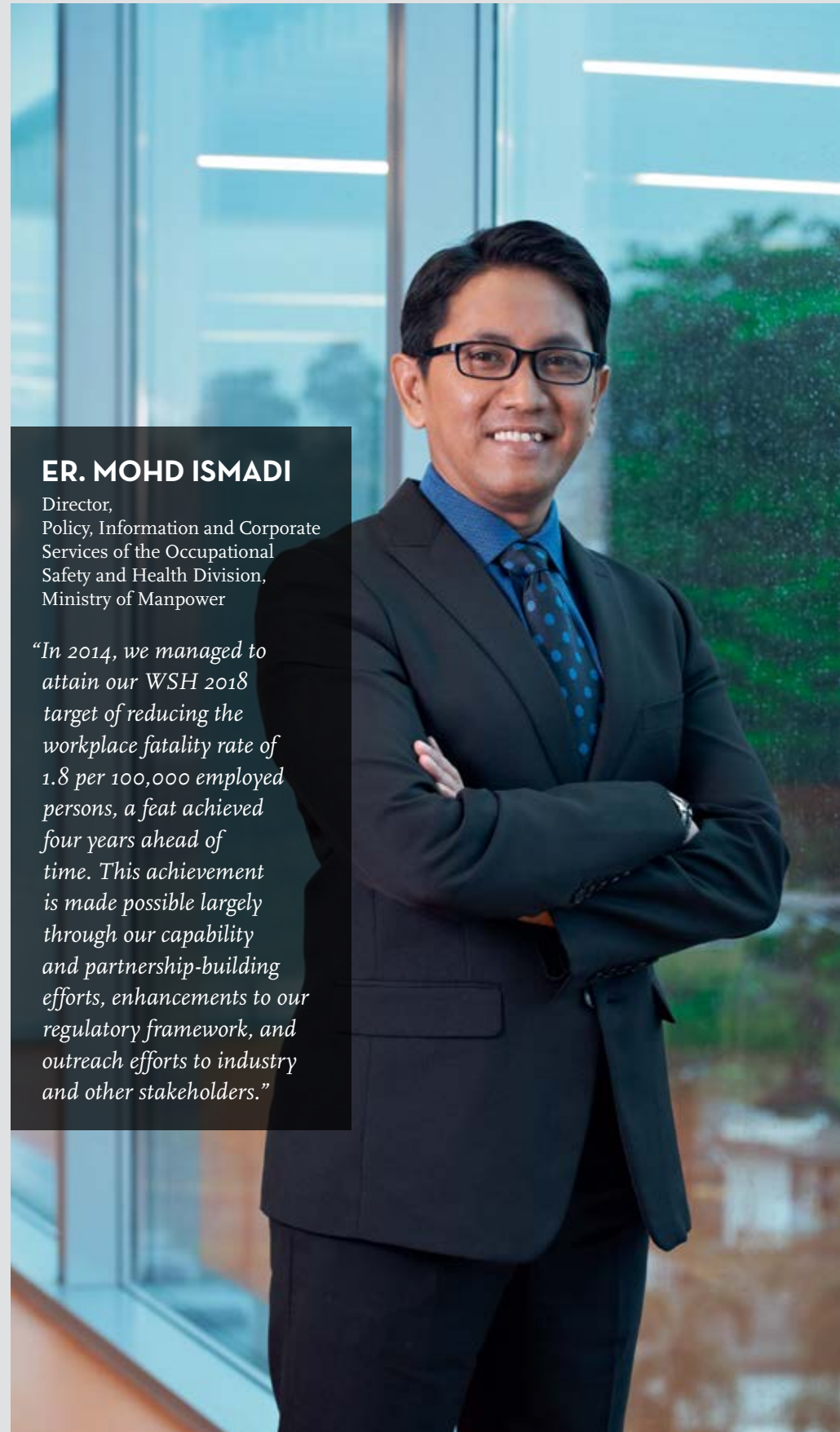
*“The development of WSH standards and practices should always be a collaborative effort from all relevant parties. It makes sense to not limit such collaborations to Singapore only but to tap on and collaborate with both regional and international partners and organisations. Through our international collaboration efforts, we have worked closely with the International Labour Organization, the World Health Organization, the ASEAN Occupational Safety and Health Network, our International Advisory Panel members and our contacts in the developed countries.”*



### **DR. LUCY LEONG**

Former Deputy Director,  
Research and Solutions,  
Workplace Safety and  
Health Institute

*“As we travel along the WSH journey, we should leave no worker or organisation behind. It’s about levelling up so that all workers are active and able to work healthily and safely for as long as they would like to.”*



### **ER. MOHD ISMADI**

Director,  
Policy, Information and Corporate  
Services of the Occupational  
Safety and Health Division,  
Ministry of Manpower

*“In 2014, we managed to attain our WSH 2018 target of reducing the workplace fatality rate of 1.8 per 100,000 employed persons, a feat achieved four years ahead of time. This achievement is made possible largely through our capability and partnership-building efforts, enhancements to our regulatory framework, and outreach efforts to industry and other stakeholders.”*

**MR. SEBASTIAN TAN**

Deputy Director,  
Occupational Safety and  
Health Inspectorate of the  
Occupational Safety and  
Health Division,  
Ministry of Manpower

*“One of the biggest conundrum facing regulators is getting the industry to embrace the spirit rather than follow the letter of the law. A useful way to rethink this issue is to evolve the way we look at enforcement. Enforcement should not be seen as a cat and mouse game between enforcers and the industry but something more constructive as an enabler for the industry to improve their WSH management. As we continue to make progress in our WSH journey and mature as a society, we look forward to co-creating solutions with the industry for more sustainable WSH improvements.”*

**ER. TAN KEE CHONG**

Deputy Director,  
Engineering Safety of  
the Occupational Safety  
and Health Division,  
Ministry of Manpower

*“We are working to put in place a development framework to facilitate a structured and progressive development pathway to train young engineers on [both] theory [and practical aspects so as] to help them acquire valuable experience on the job solving engineering challenges. We hope that through such initiatives, all Occupational Safety and Health Division engineers will eventually be Professional Engineers.”*





## MR. TAN KIA TANG

Senior Consultant,  
Occupational Safety and Health  
Specialist of the Occupational  
Safety and Health Division,  
Ministry of Manpower

*“In the ‘70s when Singapore started to industrialise, occupational health issues in factories were addressed through factory inspections and registration. Today, occupational health issues at workplaces are addressed through self-regulation. Larger companies implement in-plant occupational health programmes while smaller ones conduct risk assessments to identify workplace hazards and manage the risk. A multi-pronged approach is being taken to manage workplace health hazards at the national level.”*



## MR. WINSTON YEW

Deputy Director,  
Industry Capability Building,  
Workplace Safety and  
Health Council

*“WSH is a universal value that cuts across nationalities, race, [gender and educational level]. The three key factors to create and sustain positive WSH culture are: strong nurturing leadership (management that walks the talk), effective communication and good fellowship. [When these factors are established], everything should fall into their right places eventually.”*



### MR. WOON CHENG PENG

Deputy Director,  
Knowledge Hub & Planning and  
Development,  
Workplace Safety and Health Institute

*“Given the rate of technological advances and socio-economic changes, the work we do, how we do it and the notion of workplace will be quite different [in the future] compared to today. For example, driverless vehicles are likely to become a reality within the next decade. Other growing trends are telecommuting and freelance workers. This will pose new challenges as to how we manage and sustain our WSH performance.”*



Marked by indelible imprints, the views and insights shared by these stalwart WSH champions reveal a common thread — a lifelong dedication to protecting the safety and health of all workers. Echoed within their words is the vision OSHD has set out for itself: a safe and healthy work environment for everyone, and a country renowned for best practices in WSH.



# CONSTRUCTION WSH LEADERSHIP SUMMIT 2015

Vision Zero - Together, Delivering Excellence in WSH for the Built Environment

Guest-of-Honour

Mr Lim Swee Say  
Minister for Manpower





# CLOSING WORDS

The accomplishments we have achieved today were made possible by the dedication of our pioneers, as well as generations of Workplace Safety and Health (WSH) champions who have worked relentlessly to push for better WSH standards. Thanks to their selfless efforts through the decades, Singapore can take pride in being a “WSH-conscious nation” with strong tripartite partnerships and clear aspirations for the future.

Yet, this is only the beginning. It will take more than an ambitious vision to maintain the momentum of progress that has carried us this far.

Setting the right mindset will go a long way. Beyond statistical numbers, we need to look at WSH as a mindset that each person should adopt and take to heart every day, from the top of the organisation to every last employee.

It entails building a culture of care where looking out for one another’s safety, health and well-being is a way of life. When this culture is deeply ingrained in every workplace, pledges can be transformed into action, and a true appreciation for safety will permeate the hearts and minds of everyone in the community.

This is the outcome each of us should strive for. The road to good WSH requires constant vigilance and the participation of every individual, and everyone has a part to play.

As we take on the future, the Occupational Safety and Health Division (OSHD) will continue to march on the path paved by our WSH pioneers, while staying steadfast to our mission. The task of transforming Singapore into a nation of WSH excellence will not come without challenges. OSHD is ready to embrace and transcend these challenges with relentless passion and a commitment to protect our workforce.

The journey continues.

“

*...these plans will be futile without a firm commitment to improve and a collective action from all parties. In line with this year’s National WSH Campaign, ‘I can prevent all injuries and be healthy at work’, we can start with a mindset that all injuries and ill-health at work can be prevented. By working together, we can play an active role in safeguarding the safety, health and well-being of ourselves and those of our workers.*

”

Mr. Sam Tan, Minister of State, Prime Minister’s Office and the Ministry of Manpower, speech at the Crane Safety Symposium on 6 October 2015

LEFT:  
Minister for Manpower, Mr. Lim Swee Say, and WSH officials at the Construction WSH Leadership Summit 2015.