WSH 2028 in a nutshell

VISION
A Healthy Workforce in Safe Workplaces; A Country Renowned for Best Practices in Workplace Safety and Health

About
WSH 2028

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A Country Renowned for Best Practices in
Workplace Safety & Health

STRATEGIC OUTCOMES

SUSTAINED REDUCTION IN WORKPLACE INJURY RATES	MINIMISE HAZARDS THAT LEAD TO OCCUPATIONAL DISEASE	PROMOTION OF GOOD WORKFORCE HEALTH	PERVASIVE ADOPTION OF THE VISION ZERO CULTURE

STRATEGIES

Strengthen WSH Ownership

Enhance Focus on Workplace Health

Promote Technology-Enabled WSH

KEY RECOMMENDATIONS

a. Make WSH more salient in business decisions

b. Align company directors and top management to WSH ownership

c. Strengthen WSH ownership of workers

a. Expand occupational disease prevention efforts

b. Build companies' capabilities to promote workforce health

a. Develop a WSH technology ecosystem to deepen industry capability

b. Strengthen WSH training through technology

Singapore's WSH ranking among OECD* countries

2018 RANK	3-year average fatality rate
7th	**1.4**

2010 RANK	3-year average fatality rate
18th	**2.6**

Singapore has made significant progress in our WSH outcomes.

Our workplace fatal injury rate declined by more than 75% over the past 14 years: from 4.9 per 100,000 workers in 2004 to 1.2 per 100,000 workers in 2018 – the lowest level recorded in history.

This was the result of concerted tripartite efforts, guided by the WSH 2015 and WSH 2018 national WSH strategies.

We aim to do better. WSH 2028 will guide our efforts in the next decade.
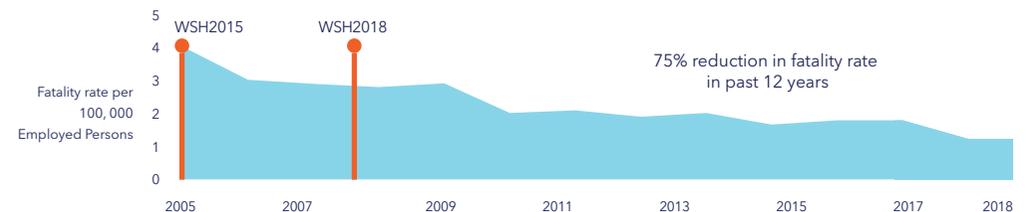
*Organisation for Economic Co-operation and Development

WSH2015   WSH2018

75% reduction in fatality rate in past 12 years

Fatality rate per 100,000 Employed Persons

2005   2007   2009   2011   2013   2015   2017   2018

Strategic Outcomes

Sustained Reduction in Workplace Injury Rates

Minimise Hazards that Lead to Occupational Disease

Promotion of Good Workforce Health

Pervasive Adoption of the Vision Zero Culture

Strengthen WSH Ownership

Ownership for WSH has to move beyond "basic" to be global-leading for sustained WSH improvements. Our aspiration for 2028 is that every company is intrinsically motivated to care for their workers' safety and health, and there is mutual trust and joint responsibility by all stakeholders.

Make WSH More Salient in Business Decisions
- Publish every company's WSH performance in terms of workplace fatality and major injury rates, normalised by workforce size and industry to facilitate meaningful comparison.
- Share work injury compensation claims data with insurance industry, so that premiums can be differentiated according to the WSH performance of a firm.
- All public-sector developers to adopt harmonised criteria to disqualify unsafe construction firms.
- Share list of disqualified construction firms with private developers.

- Provide incentives for supply chain leaders, such as main contractors and shipyards, to invest to improve WSH capability of suppliers.
- Allow leading enterprises to certify their in-house WSH training as fulfilling government-mandated training requirements and to offer them to supply chain partners.

Align Company Directors and Top Management to WSH Ownership
- Introduce an Approved Code of Practice on WSH duties of company directors.
- Introduce an Approved Code of Practice on WSH duties of principals to their contractors.

Strengthen WSH Ownership of Workers
- Labour Movement's Collective Agreements and MOUs with companies to institutionalise:
  - WSH Committee comprising workers and management.
  - System to report and learn from near-misses.
  - System to empower workers to stop work in unsafe conditions.
  - Joint worker-management teams to conduct internal WSH inspections and implement control measures.
- Build in-house WSH expertise in every union.
- Mobilise Migrant Workers' Centre to educate foreign workers on progressive WSH practices.

Enhance Focus on Workplace Health

A healthy workforce is the outcome of a safe workplace. Conversely, a healthy workforce is also a contributor to safety. This encompasses both the prevention of ODs and the promotion of workforce health.

Expand Occupational Disease Prevention Efforts
- Encourage adoption of upstream measures to prevent ODs.
- Expand the WSH Act's list of reportable ODs.
- Raise capabilities of medical community to detect and report ODs.
- Increase health hazard surveillance to more workplaces.

Build Companies' Capabilities to Promote Workforce Health
- Develop guidelines on job adaptations that employers can take to support workers in managing their chronic diseases.
- Increase companies' access to Total WSH Services.
- Upskill WSH professionals in workforce health.
- Raise awareness of measures to promote workers' mental health.

Promote Technology–Enabled WSH

By the year 2028, Singapore will have made much progress towards its vision to be a Smart Nation. The practice of WSH itself should also be transformed through technology.

Develop a WSH Technology Ecosystem to Deepen Industry Capability
- Develop a WSH technology roadmap to identify emerging technologies with greatest impact to solve WSH problems.
- Set up a WSH innovation and technology network coordinated by MOM to mobilise research institutions, leading technology companies and experts to develop WSH solutions.
- MOM to continue implementing the WSH Technology Challenge to catalyse development of innovative solutions for difficult WSH problems.

- Provide rapid follow-on support for successful solutions from the WSH Technology Challenge to accelerate industry adoption.
- Catalyse the supply and adoption of WSH monitoring services to strengthen companies' WSH capabilities to detect and manage WSH risks.

Strengthen WSH Training through Technology
- Incorporate technologies into WSH training, where it is shown to be effective.
- Deploy technology for team learning on work coordination to operate safely.
- Explore use of micro-learning applications on hand-held devices for continuous upgrading of knowledge.

Engagement with our stakeholders

Creative ways should be look into so training methods can be evolved.
Supervisor

The mindset is important. We position it as opportunities for safety improvements, where the reporting of near-misses must be followed up with safety improvements.
WSH Officer

Near-miss reporting was formerly seen as a potential for punishment, so we have to educate workers.
Supervisor

To encourage incident reporting by workers, the reporting process has to be easy and must be acted upon.
Union leader

SMEs live hand-to-mouth. There needs to be support of resources, materials and consultants. It is important that we facilitate co-payment so that the SMEs have a part to invest in WSH.
SME Chief Executive

Procurement contracts should impose good safety records on sub-contractors. Only when we do this, the smaller contractors who are hand-to-mouth will follow.
BATU union leader

We need to look to the future and use technological applications for WSH.
WSH Officer