

Futurising Workplace Safety and Health

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Ministry of Manpower, Singapore
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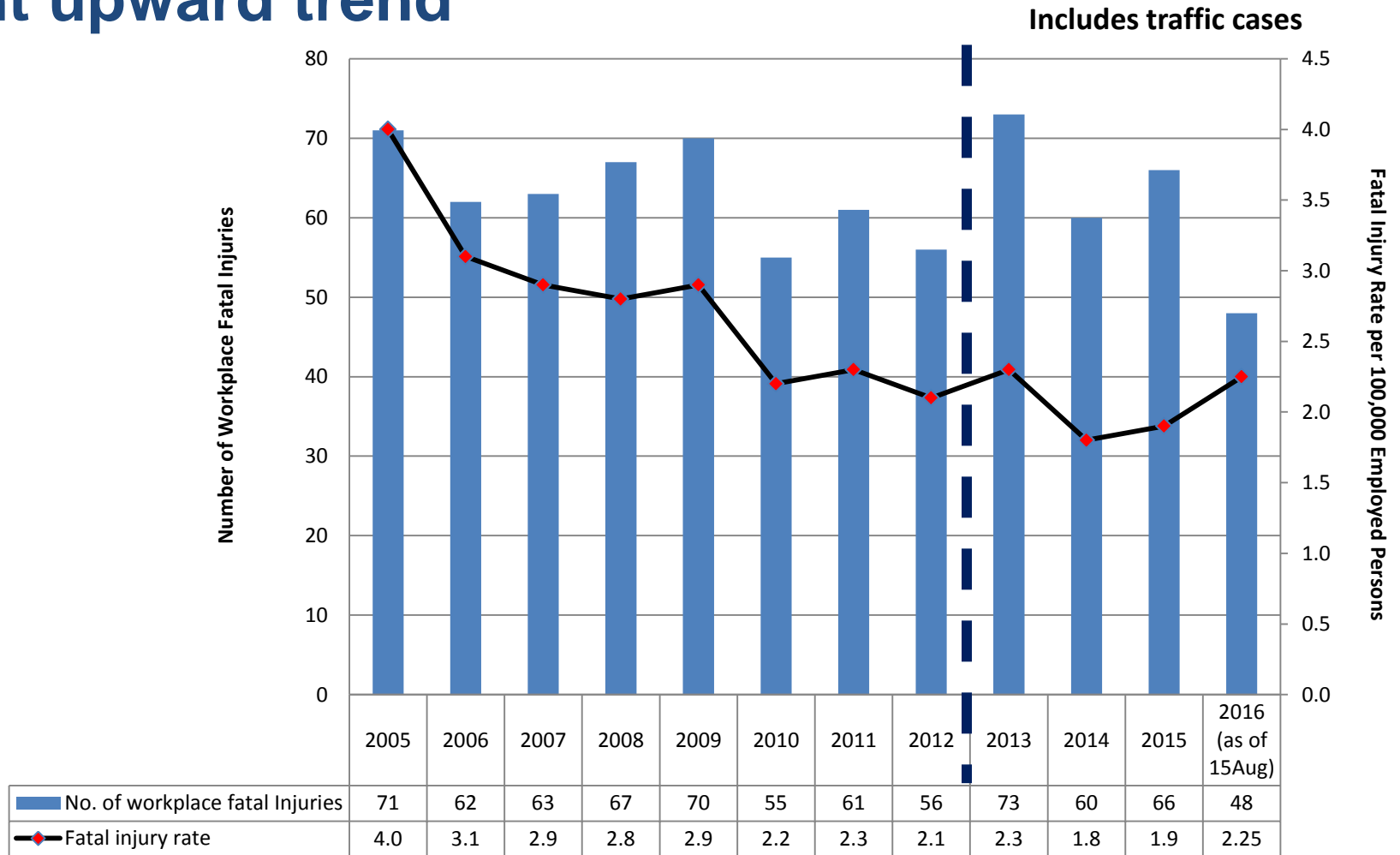


MINISTRY OF
MANPOWER

A Great Workforce A Great Workplace

A Great Workforce A Great Workplace

Fatal Injury show a decreasing trend but showing a slight upward trend

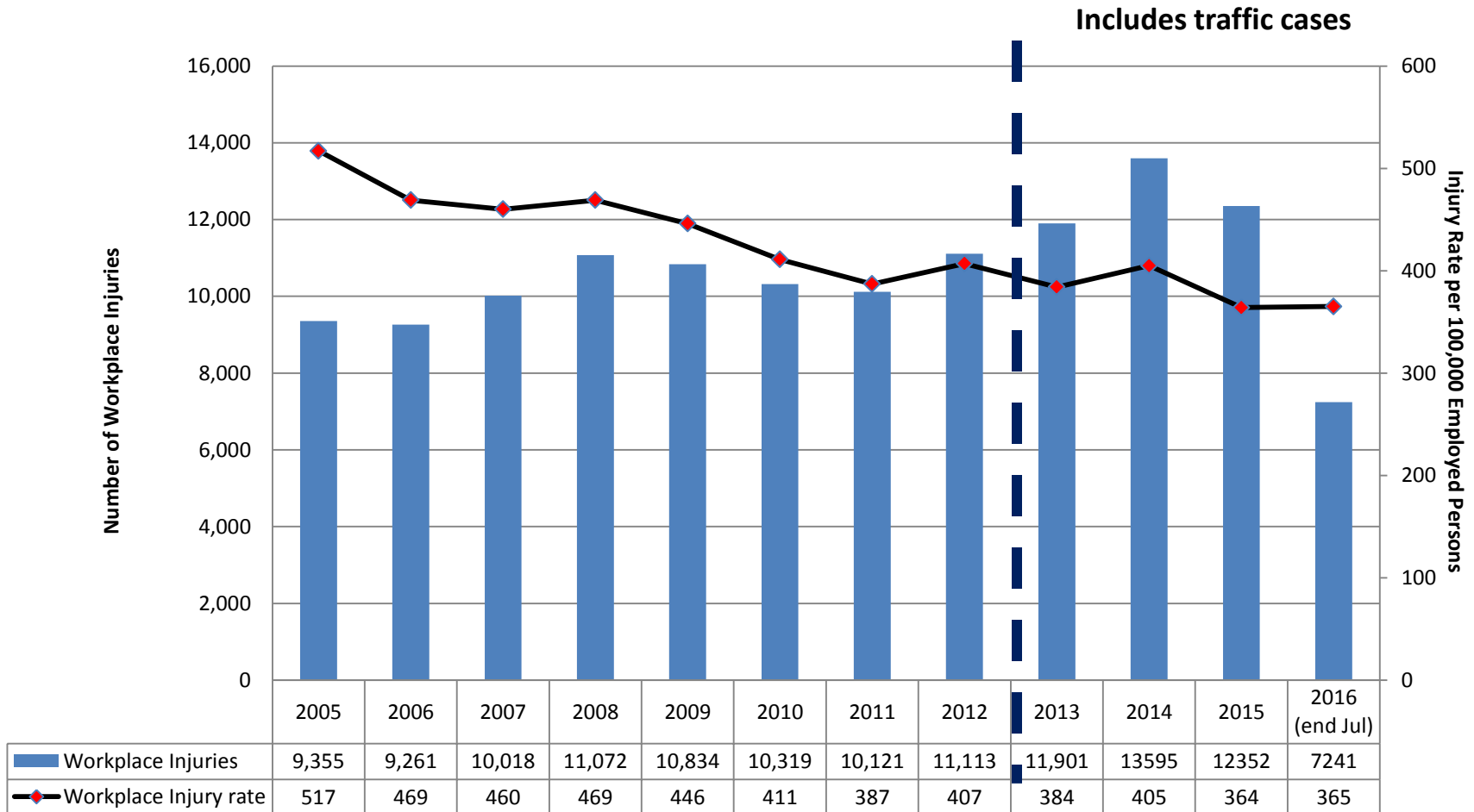


Notes:

1) With effect from 2014, amendments have been made to the computation of workplace accidents to include work-related traffic accidents and expand the number of workers to cover those in the community services.

2) For comparison, the 2013 numbers were computed to include these changes, but not for previous years as data are not available.

Workplace Injuries have shown a slight upward trend

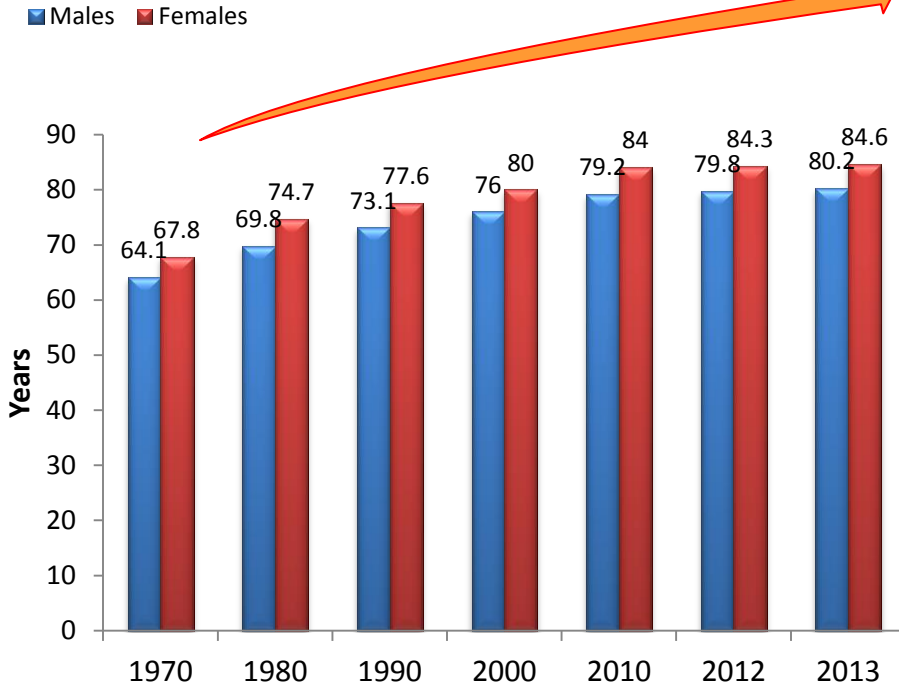


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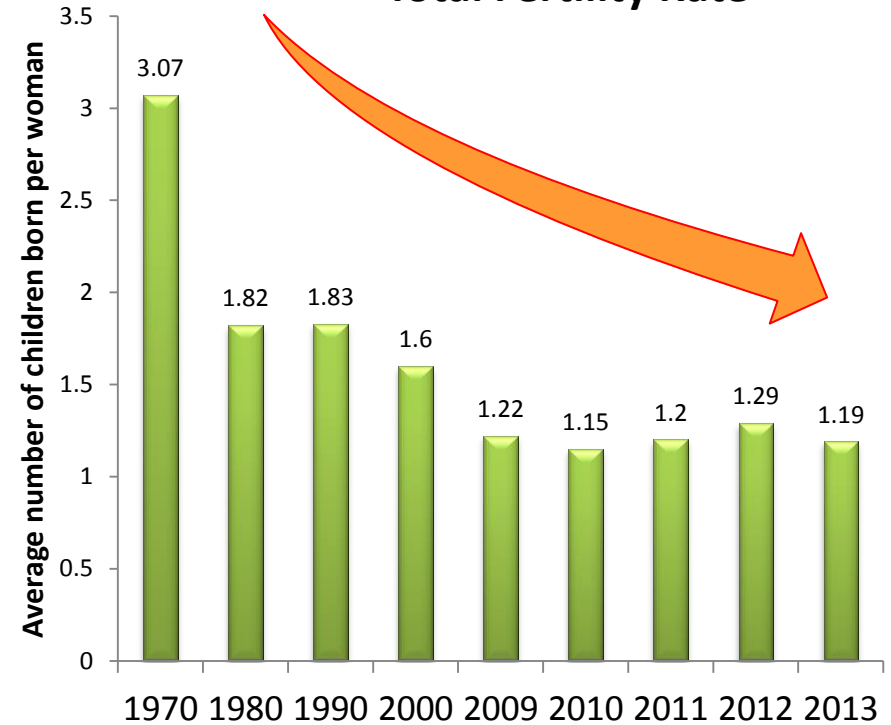
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- 2) For comparison, the 2013 numbers were computed to include these changes, but not for previous years as data are not available.
- 3) Work-related Back pain due to ergonomic risks have been reclassified as Occupational Disease (OD) in 2013 and 2014, i.e. they were removed from the injury data and included in OD data as Work Related Musculoskeletal Disorder (WRMSD).

We live longer but are not replacing ourselves

Life expectancy at birth



Total Fertility Rate



Life expectancy at birth, for 2014



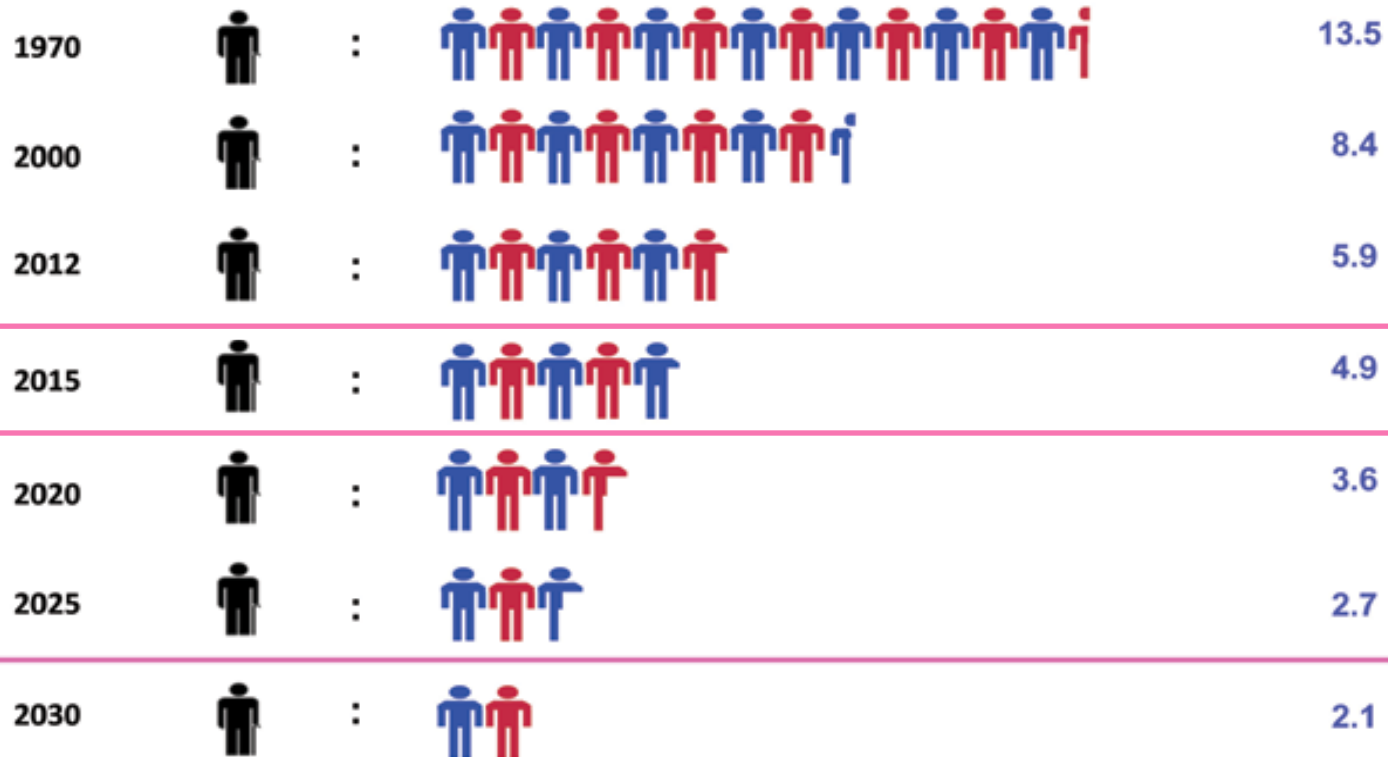
Total fertility rate in 2014, per female



We are ageing faster

Citizen aged ≥ 65 years :

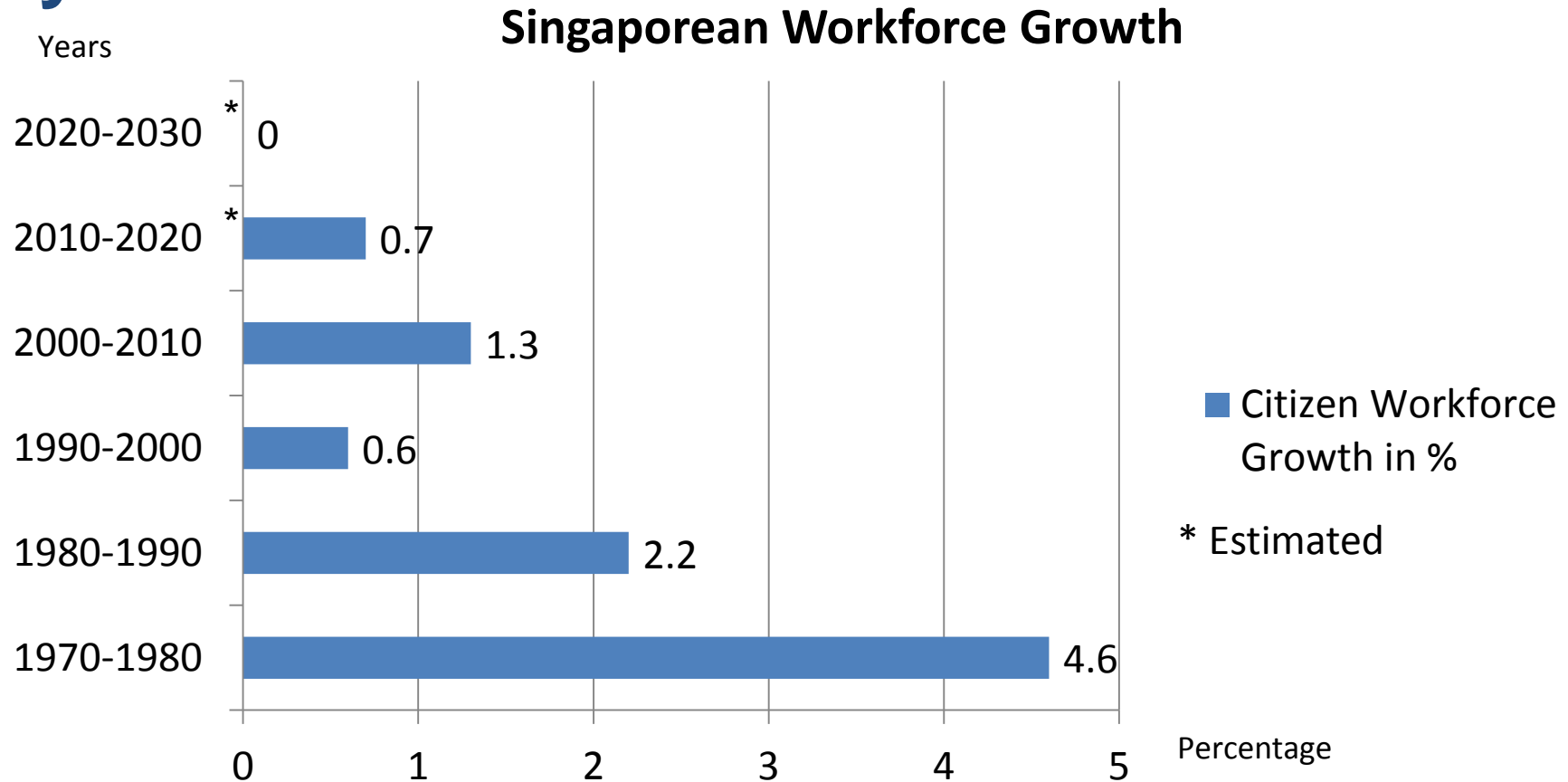
Citizens in working-age band of 20-64 years



The number of citizens aged 65 and above will triple to 900,000 by 2030 and will be supported by a declining base of working-age citizens.

Source: Population White Paper 2013

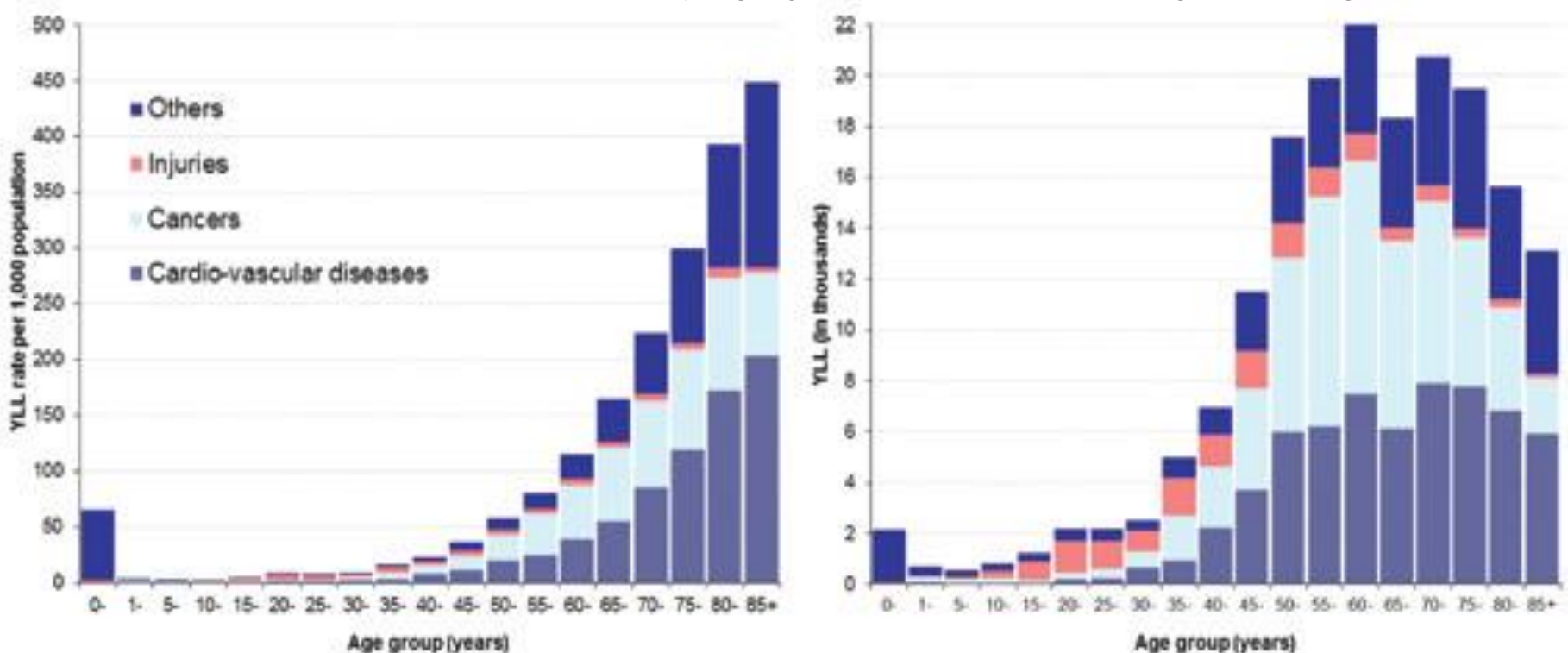
Slow Growth in Workforce and reach its peak by 2020



- Cannot continually increase foreign workers
- Need to raise quality instead of increasing quantity

Chronic diseases cause more years of life lost than injuries in older persons

Years of Life Lost (rates and number) by age group and broad cause group, Singapore 2010



Injuries were the largest cause group of YLL in early life after which cancers and cardiovascular diseases were more prominent. Contribution from cardiovascular diseases exceeded that from cancers after age 70 years.

Source: Singapore Burden of Disease Study 2010

Companies will need to adapt to a Lean Manpower Economy

**Critical to prevent 'leakage'
to retain workers**

**Enhance
workability**

**Prevention of
accident, diseases**



Futurising Workplace Safety and Health in Singapore



Total Workplace Safety and Health or TWSH

Introducing a
new paradigm shift
Well-being Through Work



Vision Zero Movement

Inculcate a mindset that all
injuries and ill health at work
are preventable and a belief
that zero harm is possible

Total Workplace Safety and Health

Total WSH is a comprehensive and integrated approach to manage all WSH risks to prevent injuries and diseases, extend healthy working life and enhance employability of our workers

Management System
Policies, Structure, Processes

Multi-disciplinary Management
Committee/Unit/Department/Division

Holistic Risk Management
Safety and Health risks

ACCIDENTS

GENERAL
DISEASES

OCCUPATIONAL
DISEASES

WELL-BEING

Targeted Programs
Health Protection and Promotion

Workplace
Safety

Ergonomics

Diabetes
Management

Hearing
Conservation

Weight
Management

Return to
Work

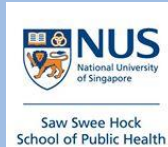


Working together to drive Wellbeing Through Work in Singapore

Tripartite Oversight Committee on Workplace Health

Chairman: Dr Amy Khor, SMS (Environment and Water Resources and Health)

Vision: Achieving Wellbeing Through Work



Terms of Reference

1. To provide oversight and guidance on achieving national workplace health;
2. To drive the integration of workplace health in organisational policies and processes;
3. To enhance health of mature workers through targeted interventions at the workplaces; and
4. To promote implementation of workplace health ecosystems at workplace clusters

3 Prong Approach

Incorporating holistic health and safety in all policies at the workplace
Total Workplace Safety Health Policy Sub-committee



Improving health of Mature Workers through greater Access to holistic workplace health and safety initiatives
Mature Workers Sub-committee

Sheng Siong staff get healthcare tips

Sheng Siong staff get healthcare tips
 Sheng Siong staff were treated to a series of health and safety seminars by the company's Total Workplace Safety Health Policy Sub-committee. The seminars are part of a new initiative to improve the health and safety of its employees. The seminars are held at various locations across the island of Singapore. The seminars are held at various locations across the island of Singapore. The seminars are held at various locations across the island of Singapore.



Sheng Siong staff get healthcare tips

Promoting holistic health and safety ecosystems in business clusters
Business Clusters Sub-committee



How can TWSH be Delivered?

Business Park Model



Industrial Park Model



Large Company Model

Total WSH Senior Management Committee

Safety Department

Human Resource

Medical Department

Environmental Management

SME Model



History of Vision Zero



- Éleuthère Irénée du Pont
 - Considered the father of the Vision Zero strategy
 - In 1818, an explosion caused significant damage to his gun-powder factory and many employees died
 - DuPont pioneered safety culture into his company
 - One key change was asking the managers to live up to their responsibility by asking them to set up their homes beside the factory

- Vision Zero was adopted for road traffic safety



 VISION ZERO SF



- Vision Zero gained more prominence in OSH globally at the XX World Congress in Germany

What is Vision Zero?

- Different interpretations of Vision Zero
 - Does Vision Zero mean zero fatalities (a numerical target)?
 - Or does it mean zero workplace injury, zero incidents?
 - Is Vision Zero just a theoretical statement?
- Is Vision Zero possible?
 - Distrust of the purist views on Vision Zero
 - How can we achieve it when there are different levels of WSH maturity and industry-readiness
- Are current mindsets ready for Vision Zero?
 - Fault finding?
 - Non-reporting of incidents?

Vision Zero Journey



TOWARDS VISION ZERO
A Guide for Business Leaders
Towards a Safer and Healthier Workplace

WSH
Sep 2012 - SWSHC

2. Built consensus and understanding – everyone should return home from work safe and sound



4TH MEETING
INTERNATIONAL
ADVISORY PANEL
FOR WORKPLACE SAFETY AND HEALTH

4 and 8 May 2014
Singapore Convention & Exhibition Centre

May 2014 - IAP for WSH
Strategy Document on Vision Zero

5. Sought advice on implementation strategies from international WSH thought leaders and experts

Dec 2012
Conducted international scan of national WSH strategies

Apr – Nov 2013 WSH Stakeholders' Dialogue on Vision Zero

1. Gathered industry input and opinions

3. Further discussion on the ground on the Vision Zero concept



WORKPLACE SAFETY & HEALTH (WSH) INSTITUTE FORUM
The Next WSH Frontier
11 Sep 2013

Sep 2013 -
The Next WSH Frontier Forum



MOMCOS-in-brief 2014

Making Our Economy Work for All Singaporeans

4. Backed with national-level commitment

Mar 2014 COS SPS Speech in Parliament

Strong Support from Government



I urge everyone to do our part and strive towards a culture of prevention to make Vision Zero a reality for every worker, in every workplace

**Prime Minister, Singapore
Mr Lee Hsien Loong**

We must embrace this new mindset of Vision Zero widely and deeply as possible across all industries, enterprises and individual workers

**Minister for Manpower, Singapore
Mr Lim Swee Say**



Engendering Vision Zero



National WSH Campaign



Advertising and Promotions
DON'T FALL FOR IT!



Business Leader commitment



Song Writing Competition

Driving Vision Zero

WSH Council



Drive Vision Zero Movement



Individuals

Set a personal pledge

- 1. Belief** – *I can prevent all injuries and ill-health*
- 2. Behaviour** – *Better manage risks/ Look after each other*
- 3. Way of Life** – *How you work is how you live*



Companies



Stakeholder Groups



**Vision Zero will not be a destination
but a on-going journey**



Vision Zero is not about Showmanship



Vision Zero is also not about Marksmanship





**Vision Zero is
definitely not
about Censorship**

**Vision Zero is about
Leadership**



Vision Zero is about Ownership



Vision Zero is about Partnership



Credit to Mr Kevin Myers, President IALI 27

Conclusion

- Demographic changes, which are inevitable, require us to futurise our approach in workplace health
- Our strategy is Total Workplace Safety and Health (TWSH) which adopts a holistic approach to manage workplace safety, workplace health and employee wellbeing in an integrated manner at the workplace
- We also need to change our mind set, by embracing Vision Zero, where we believe that all injuries and ill-health at work can be prevented
- To have a culture of prevention in workplaces requires everyone to play a part, to make it mainstream.
- Mindset shift: From fault finding to finding solutions



Learn More at the World Congress



XXI WORLD CONGRESS ON
SAFETY & HEALTH
AT WORK 2017

Global Forum for Prevention
Singapore, 3–6 September 2017
www.safety2017singapore.com

Motto

“A Global Vision of Prevention”

Topics

Vision Zero – From Vision to Reality
Healthy Work – Healthy Life
People-Centred Prevention

Venue:

Sands Expo Convention Centre

THE ORGANISERS





**Join Us in Singapore
3-6 September 2017**

www.safety2017singapore.com



THANK YOU!



For more information:



www.mom.gov.sg



www.wshc.sg



www.wshi.gov.sg



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