

FACTSHEET ON TOTAL WORKPLACE SAFETY AND HEALTH (Total WSH)

Background

1 Traditionally, organisations tend to focus more on tackling workplace safety hazards as compared to workplace health issues. However, it is important to recognise that good workplace health is equally important as it affects workers' well-being and, in turn, their capacity to work. These issues of employee health, safety and well-being are interconnected. Hence, an integrated approach is needed to better protect workers' health and safety.

2 Total WSH was launched by the Workplace Safety and Health (WSH) Council and the Ministry of Manpower in 2014. Total WSH is about managing safety and health holistically. It involves companies taking a proactive, comprehensive and integrated assessment of all workplace risks—from employees' safety, health to well-being. By changing the way we work and how WSH risks are handled, we can prevent safety and health problems and allow our employees to have more meaningful and extended careers. At the same time, happier and healthier employees also mean lower healthcare costs, reduced absence due to sickness and higher productivity for companies.



Benefits of adopting a holistic approach

3. In 2012, MOM commissioned a study on the holistic WSH management of 30 companies. Based on the profile of each company, intervention programmes relating to office ergonomics, weight management and smoking cessation were then implemented in the companies. Companies with comprehensive WSH programmes and employees are:

- 7.4 times satisfied with their job;
- 4.4 times take pride in their companies; and
- 1.7 times able to balance work and home life.

Getting started on the Total WSH journey

4. To help companies get started on their Total WSH journey, the WSH Council has developed a Total WSH starter kit. The kit includes:

- (i) a letter to CEO to introduce the concept of Total WSH and seek CEO's commitment to adopt Total WSH;
- (ii) a Quickstart Guide, brochure and a video for implementers; and
- (iii) a video, posters and stickers for workers.