Introduction to Total Workplace Safety and Health (TWSH)
Safety issues are more dramatic.

Safety issues have greater directly measurable impact.
Under-reporting?
Success in prevention
Singapore 2010, Diabetics in Total Population and Working Population

- Males: 180,000 in WP, $1b loss.
- Females: 11.3% of 350,000 diabetics
Singapore 2050, Diabetics in Total Population

*7% BMI reduction over 5 years

740,000 diabetics* $1b saved.

1,000,000 diabetics
Type II Diabetes

Damage to small blood vessels

Damage to large blood vessels

Injury
Shift work

Unstable plaque ruptures
Blood clot blocks blood flow
Heart attack
Stroke
✓ Unhealthy workers are more susceptible to workplace accidents and occupational diseases.

✓ Unhealthy workers can have higher risk of complications due to workplace exposure.

✓ Unhealthy workers cause significant productivity loss.
We need to REDEFINE “Workplace Health”
Redefinition of Workplace Health

Accidents

- Accident Prevention
  - Role of health and wellbeing of workers in workplace safety issues.

Established Workplace Risks

- Chemicals
- Noise
- Asbestos
- Enclosed space

General Disease Management

- Disease Management
  - Clinical care
  - Fitness to work
  - Return to work
  - Screening

Emerging Issues

- Musculo-skeletal
- Work ability
- Workplace stress
- Older workers
- Work organization

Well-Being

Health Promotion

- Obesity Prevention
- Smoking Control
- Systems and Environmental modifications
Reconfigure the delivery of workplace safety and health policies and programs

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A New Model of Care for the safety and health of our workers is needed.

Total Workplace Safety and Health
Total Workplace Safety and Health

✓ A holistic and integrated system to manage workplace safety and health risks.

✓ Risk management approach that encompass BOTH safety and health risks.

✓ Encompasses promotion of health and well-being of workers.
Components of TWSH

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

Contextualized Programs
Health Protection and Promotion

Workplace Safety
Ergonomics
Diabetes Management
Hearing Conservation
Weight Management
Return to Work

Accidents
Occupational Diseases
General Diseases
Well-Being

Total Workplace Safety and Workplace Health

Government Employer Worker
SS506: **WSH Policy**
To include worker’s well-being and improvement of personal health.

SS506: **Hazard Analyses**
To include health risks as part of risk assessment.
SS506: WSH Training
To include health risks and its impact on safety.

SS506: WSH Committee
To include health risks, health promotion issues.

SS506: Incident Investigations
To include contribution of existing health conditions.
TWSH: Delivery Models

Large Company Model

Total WSH Senior Management Committee
- Safety Department
- Human Resource
- Medical Department
- Environmental Management

Business Park

Industrial Park

SME Model
Mindset Shift

“Work safely from 9 to 5”

to

“Work Safely and Healthily for a Fulfilling and Productive Life”
Challenges

✓ Placing focus on general health and health promotion may detract from safety and occupational health issues.

✓ Perception of “discrimination” of older workers and workers with risk factors/chronic diseases.

✓ Privacy of data on health status and personal risk factors.

✓ Personal responsibility for health may be undermined with employers taking on more responsibility for general health and well-being issues.
Summary

✓ TWSH attempts to integrate health promotion and disease prevention with accident prevention in order to ensure a safer, healthier and more productive workforce.

✓ We need to go beyond preventing workplace accidents and occupational diseases. We MUST also manage and prevent chronic diseases among our working population.

✓ We would have failed if we manage and prevent chronic diseases well but workplace accidents and occupational diseases start to rise.