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SAFETY + HEALTH INVOLVES EVERYONE

02 bizSAFE – KEEPING WORKPLACES SAFE, HEALTHY AND SECURE

09 SNAP TO SAVE LIVES!

11 TOP 5 WORK INJURY COMPENSATION MYTHS BUSTED
bizSAFE – Keeping workplaces safe, healthy and secure

It is widely believed that employees are a company’s most valuable asset. To protect their most valuable asset, employers must take steps to prevent workplace injuries and illnesses, and ensure their employees are safe from harm at work. When employees are able to work in a safe, healthy and secure work environment, they will feel valued and happy, and in turn, be more motivated and productive at work.

Protecting employees from harm

A workplace injury or illness affects the lives of not only the worker but also his family and co-workers. In 2017, 41 workers did not make it home to their loved ones. For each of these fatalities, a family has been broken and deprived of a breadwinner. The loss and suffering as a result of workplace accidents are immense and irreversible. Hence, it is only right that companies take steps to ensure that the environment their employees are working in is safe, healthy and secure.

Companies can do so through the following actions:

• Demonstrate top management commitment to workplace safety and health (WSH) and security matters;
• Ensure that risk management is carried out effectively for all work activities so as to eliminate or minimise WSH risks;
• Take into consideration employees’ health risk factors and develop intervention programmes for prevention and management; and
• Provide a secure workplace so that employees can have peace of mind (e.g. providing and restricting access to the work premises to authorised personnel, and ensuring that employees are aware and trained on emergency evacuation procedures).

Protecting the business through WSH

By protecting employees, companies also protect themselves. With better WSH outcomes, they can look forward to:

• Reduce the costs associated with workplace injuries and ill health;
• Reduce absenteeism and turnover;
• Improve employee retention due to increased job satisfaction;
• Higher levels of productivity as a result of improved employee morale;
• Protect the company’s brand; and
• Improve business reputation among customers and suppliers.

Companies can take the first step in creating safe, healthy and secure workplaces by building their risk management capabilities through the bizSAFE programme. With proper risk management, workplace injuries and ill health can be prevented.

bizSAFE – First step towards a safer and healthier workplace

bizSAFE is a five-step programme that helps small- and medium-sized enterprises (SMEs) develop their risk management capabilities through the implementation of a good WSH management system.

To celebrate the achievements of the bizSAFE community and help companies understand how bizSAFE can improve their WSH standards and businesses, the WSH Council organises the bizSAFE Convention annually.

This year, the theme of the bizSAFE Convention is “Enabling a Healthy Workforce, Creating Safe and Secure Workplaces”. It aims to encourage employers to improve employee health and adopt bizSAFE, so as to build a safe and secure work environment. In its tenth run, this year’s bizSAFE Convention will also recognise 41 recipients of the bizSAFE Awards for their contributions to raising WSH standards through bizSAFE.

For more information, visit www.wshc.sg/bizsafe or e-mail bizSAFE@wshc.sg •
Making safety second nature

At Bintai Kindenko Pte Ltd, workplace safety and health (WSH) is a passion shared by its employees where they live and breathe safety every day. The company recognises that employees are integral to its success and strives to create a culture where being safe is second nature.

Bintai believes that effective communication is key to ensuring a safe and healthy work environment. To engage employees and stakeholders to work together to improve the workplace, it conducts dialogue sessions, coordination meetings, trainings and inspections regularly. Safety hazards, guidelines, rules, regulations, warnings, goals, and progress reports are also communicated to employees digitally in real-time, to keep them up to date on WSH matters. The company also ensures that all WSH messages are highly visible, easy to read, and color-coded, in order to overcome language barriers among its diverse workforce.

Bintai credits the bizSAFE programme in helping the company improve its WSH management. Since 2011, Bintai has achieved 17.7 million accident-free man hours. Bintai believes that better WSH outcomes has translated to an improvement in productivity, employee morale, and the bottom line. Bintai works to cultivate a positive and robust WSH culture – not only for its own employees but also for external stakeholders. As a bizSAFE Partner, it provides them with the guidance they need to strengthen their WSH management and achieve bizSAFE certification.

Bintai emphasises that WSH must go beyond infrastructure and competency in order to sustain good standards. This is why Bintai embarked on the CultureSAFE programme to nurture a WSH-conscious mindset in every employee. This unyielding commitment to WSH has also helped Bintai achieve a Certificate of Commendation in CultureSAFE in 2017. Bintai strongly believes that investing in WSH has given it a business edge and urges other companies to join the bizSAFE community as well.

“Workplace safety and health is important to us because everyone matters. Our employees and subcontractors’ workers are clearly our greatest asset. Only through them can we achieve success with our customers. Therefore, we do all that we can to protect them from injuries and illnesses.”

Chua Swee Ann
Managing Director and Chief Executive Officer
Bintai Kindenko Pte Ltd
BizSAFE Partner

Bintai Kindenko Pte Ltd is also a recipient of the bizSAFE Partner Award 2018.

Good WSH practices are good for business

Galmon (S) Pte Ltd firmly believes that all employees have the right to a safe and healthy workplace. This belief has spurred Galmon to continuously improve its workplace safety and health (WSH) initiatives to help its employees work safely and healthily.

When Galmon first began its bizSAFE journey, its management faced the challenge of changing employees’ mindset and work practices. To overcome this, Galmon took various steps to understand employees’ concerns towards WSH and addressed them accordingly. The company also screened safety videos to educate and train workers on safe and healthy work practices and the benefits of doing so. Over time, these efforts have led to an improvement in its WSH culture. To engage employees in WSH, Galmon encourages them to speak out on WSH matters, share good practices and provide ideas to improve the workplace. For example, Galmon has refined the demarcation of walkways on its premises to ensure the safety of its workers and visitors. Its safety committee also comprises employees from various departments working together to conduct monthly safety checks.

As a bizSAFE Partner, Galmon aims to build a more safety-conscious workforce by encouraging its vendors and business partners to join the bizSAFE community. The company regularly organises complementary bizSAFE Level 1 courses for its vendors and requires its business partners to be at least bizSAFE Level 3 certified. Galmon also provides its vendors with free training courses on the safe operation of mobile elevating work platforms and manpower to help build up their WSH capabilities.

Galmon believes that the bizSAFE programme has inspired it to enhance its WSH practices continuously. This has resulted in greater productivity and fewer man-hours lost due to work accidents. The reputation from having good WSH standards has also helped Galmon gain the trust of its customers and vendors.

“We are very glad that the continuous efforts to enhance our safety and health practices over the years have been recognised. We are proud to receive the bizSAFE Enterprise Exemplary Award. It affirms our belief that safety is the way to the top.”

Shawn Ong
Chief Operating Officer
Galmon (S) Pte Ltd
BizSAFE Partner

Galmon (S) Pte Ltd is also a recipient of the bizSAFE Enterprise Exemplary Award 2018.

This is a sponsored profile.
A holistic approach to WSH

LSK Engineering (S) Pte Ltd is a firm believer that all accidents are preventable and places utmost importance in ensuring the safety, health and well-being of its employees.

LSK Engineering believes that the most effective form of preventing workplace injuries and ill health is to control workplace safety and health (WSH) risks at source. Hence, the company takes steps to implement upstream controls for its engineering projects. By tackling WSH risks early through safe and good design (Design for Safety), it can significantly reduce risks downstream during the construction and subsequent maintenance phase. For example, the company works closely with project consultants at the shop drawing stage to plan cable routing more effectively, and in turn, eliminating the need to work at heights.

Where it is not possible to eliminate hazards, LSK Engineering applies the hierarchy of control to reduce WSH risks. For example, mobile elevated work platforms such as scissor lifts or boom lifts are used instead of scaffolds for work activities where a worker could fall from a height of 3m or more. The company adopts a holistic approach to ensure not just the safety, but also health and well-being of its employees. It takes into consideration employees’ health and past medical history before assigning appropriate tasks and arranging appropriate medical care. It also organises sports and health-related events and distributes fruits to promote a well-balanced and healthy lifestyle among its employees.

LSK Engineering credits the bizSAFE programme for helping it improve its WSH management and maintain a zero reportable accident record for the past four years. As a result, the company has seen an increase in productivity and reduction in business costs associated with worker’s compensation, medical expenses, absenteeism and re-training.

“Success of the business depends on the people who work in the organisation. Therefore the fundamental key to success is to invest in people, make sure their safety, health and well-being are taken care of.”

Roger Heng
Managing Director
LSK Engineering (S) Pte Ltd
bizSAFE STAR

LSK Engineering (S) Pte Ltd is also a recipient of the bizSAFE Enterprise Exemplary Award (Gold) 2018.

This is a sponsored profile.

Building a robust WSH culture

Safety is a fundamental element in Baker Engineering’s work culture. The company believes that a safe and healthy work environment is key to improving employees’ performance and productivity.

During the installation of the final leg sections on its main hull, the main hull for its lift-boat would be elevated to a height of 70m to facilitate the operation. The company needed to ensure that employees are transported safely from the main barge onto the main hull and vice versa. Thus, Baker Engineering implemented the use of a gondola (suspended work platform) as a safe means of access to and egress from the elevated main hull. To familiarise employees with operating the gondola, a mass training for the project team was conducted. Operators were also trained on various aspects of operating the gondola such as the safe working load, safety features and use of personal protective equipment and emergency procedures to be taken.

By incorporating the bizSAFE programme into its WSH culture, Baker Engineering has managed to improve WSH standards and reduce downtime. With downtime reduced, its employees can focus more on delivering quality products on time in an efficient and safe manner.

This is a sponsored profile.

Safety and health as a core value

Recognising the detrimental effects that workplace injuries can have on workers, their loved ones as well as business operations, CR Asia places top priority in ensuring the safety and health of its employees.

Some of the company’s workplace safety and health (WSH) initiatives include investing in state-of-the-art training and equipment to reduce safety and health risks at work. It also organises safety campaigns to engage employees on the importance of WSH, share learnings from past incidents and best practices to raise WSH standards. CR Asia also provides a supportive work environment – where employees are encouraged and empowered to report safety and health concerns and share ideas to improve work processes.

To CR Asia, being a bizSAFE Partner has helped improve its standing among industry peers. As a firm believer in the importance of good WSH management, CR Asia strongly encourages its subcontractors to embark on the bizSAFE programme and reap the benefits of doing so.

This is a sponsored profile.

“We believe that empowering health, safety and environmental management to all stakeholders in our daily operations is key to providing a safe environment in our workplace as we strive for business excellence.”

Tan Wee Lee
Managing Director
Baker Engineering Pte Ltd
bizSAFE STAR

Baker Engineering Pte Ltd is also a recipient of the bizSAFE Enterprise Exemplary Award 2018.

“We work and live in an environment where safety and health are of utmost importance. As a result, safety and health are part and parcel of our daily operations. We encourage our employees to be proactive about safety and health and take responsibility for their own and others’ safety and health.”

Haridas Supramaniam
HSEQ Manager
CR Asia Singapore
bizSAFE Partner

“This workplace safety and health is a relentless pursuit of doing significant contributions to the businesses and striving to instil a culture that speaks to the minds of every individual. Because as soon as you see a mistake – and you don’t fix it, it becomes everyone’s mistake – and in that standpoint of time, safety will be breached.”

This is a sponsored profile.
Snap to save lives!

In conjunction with the Singapore Airport Terminal Services (SATS) Catering Workplace Safety and Health (WSH) Campaign Day, Minister of State for Manpower, Mr Sam Tan launched the “Safe Hands” campaign on 17 January 2018. Held at SATS Inflight Catering Centre, the campaign aims to raise awareness about hand and finger injuries at work that could result in amputations.

In 2017, there were 125 amputation cases of which 94% (117) were hand-related cases. Mr Tan pointed out that there has been a steady volume of amputation injuries, averaging around 10-12 cases a month since 2012. 55% of these injuries were due to inadequate safety provisions at the workplace, such as the lack of proper machine guarding and risk management.

Mr Tan said that such injuries affect the livelihoods of workers whose jobs rely on operating machinery or handling materials. He urged management to walk the ground to identify and control amputation hazards caused by mechanical components of machines and WSH risks that workers are exposed to, or observe any unsafe activities workers perform.

Mr Tan also participated in the walkabout at SATS Catering’s pre-preparation kitchen to observe how SATS has automated its kitchen operations to ensure the safety, health and well-being of its workers, while boosting productivity. The “Safe Hands” campaign is the third and final phase of the National WSH Campaign launched by the WSH Council. The earlier two phases, which ran from April to December 2017, focused on falls prevention and onsite vehicular safety.

As part of the campaign, the WSH Council has developed a new video to remind workers to adopt good practices when operating machines. The video is available for viewing on the WSH Council website, Facebook page and YouTube channel. To watch the video, go to bit.ly/2DWbuk8

For more information, go to www.wshc.sg/safehands

New campaign to keep workers’ hands and fingers safe

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Hand injuries can occur in any workplace. Whether you are a worker handling machinery in the construction, marine or food manufacturing industry, or an employee who needs to do manual handling in the hospitality or transport sector, accidents resulting in hand injuries can happen to you. We must know the risks we face, put in place measures and adopt good practices to prevent injuries at work.

Because safety and health starts with me and you. Tell us what workplace safety and health (WSH) means to you. Write a story, take a picture, and make an animation or film.

Submit your idea on WSH in the following categories and win great prizes.

Categories:
- Creative Photography
- Creative Story Writing
- Animation and Short Film
- Poster Drawing

What’s more, you get a chance to showcase your idea at our national campaign and play a part in spreading the WSH message.

Hurry! The competition ends 20 March 2018.

Visit www.wshc.sg/safetystartswithme for more information.

Top 5 Work Injury Compensation Insurance Myths Busted

Under the Work Injury Compensation (WIC) Act, employers have to purchase work injury compensation insurance for all manual workers and non-manual workers earning $1,600 or less a month. We correct the misperceptions employers may have on WIC insurance.

**Myth**
My workers are deployed to work on a project site and there is project work insurance by main contractor to cover them.

**Fact**
Your annual WIC insurance policy will first be used to satisfy a claim unless your project insurer informs MOM they will pay the compensation before the Notice of Assessment is issued.

**Myth**
I already have a group health and personal accident (PA) insurance policy which is enough to compensate my employees injured at work.

**Fact**
Health and PA insurance policies are not meant to cover work related accidents.

**Myth**
I bought a policy declaring my employees’ occupations as general workers. This should be adequate even though my general workers are also required to drive at times.

**Fact**
Your WIC policy has to cover all the job functions of the employees, for example, it may comprise both general work and driving.

**Myth**
I have not renewed my WIC policy for my employees. One week late should be fine, I will do it next week.

**Fact**
You must renew your policy on time before it expires. If an accident happens during the period when your insurance has expired and not renewed, you remain liable to compensate your injured employees. You may be prosecuted for non-insurance.

**Myth**
My main contractor told me to buy a project insurance policy. But I have an annual insurance policy already.

**Fact**
Your annual insurance policy has to cover all the works, including project sites. Please inform your annual insurer to ensure there is such coverage in writing.

For more information, visit our website at www.mom.gov.sg

Scan the QR code to download the infographic

Article contributed by Ministry of Manpower.
Applications for the WSH Awards 2018 are now open

The annual Workplace Safety and Health (WSH) Awards recognise companies and individuals who have contributed to achieving excellence in WSH. Interested applicants can apply for the following award categories by 2 April 2018:

1. WSH Performance Awards
2. Safety and Health Award Recognition for Projects (SHARP)
3. WSH Developer Awards
4. WSH Innovation Awards
5. WSH Awards for Supervisors
6. WSH Officer Awards

Application Process

a) For Performance, SHARP and Developer Awards
Applicants are required to obtain a CultureSAFE index (from the Evidence-based Assessment) of at least 1.6 in order to qualify for the WSH Awards 2018. Companies can submit their online applications to the WSH Council.

b) For Supervisors and Innovation Awards
Companies can submit their applications to the respective industry associations.

c) For Officer Awards
Companies can submit their applications to the Singapore Institution of Safety Officers.

For more details on the WSH Awards, go to www.wshc.sg/wshawards.