

Strengthening Ownership in Commercial Diving Operations



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Senior WSH Inspector (MOM)
OSH Inspectorate
18 Aug 2023



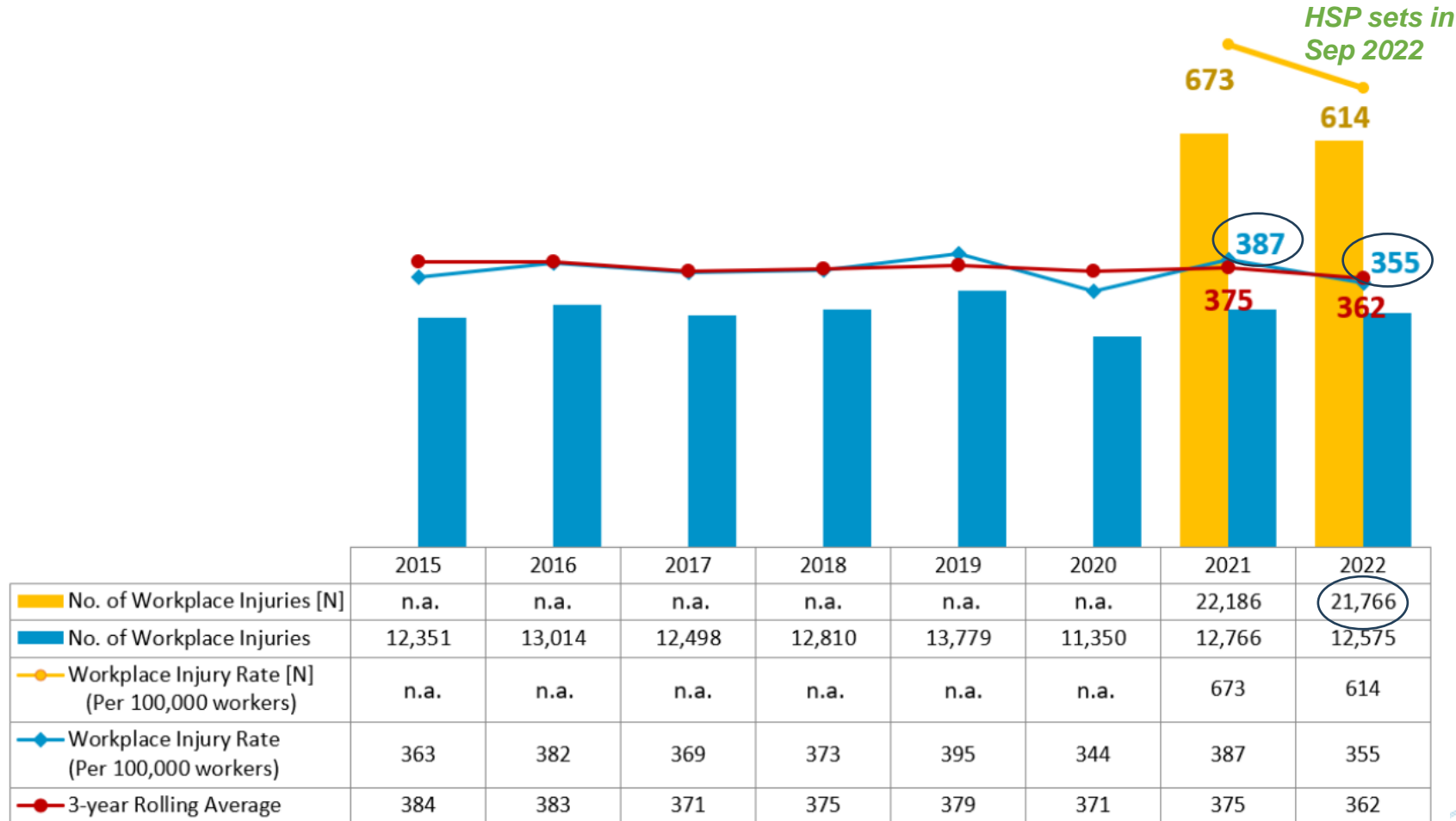
A Great Workforce A Great Workplace

Overview

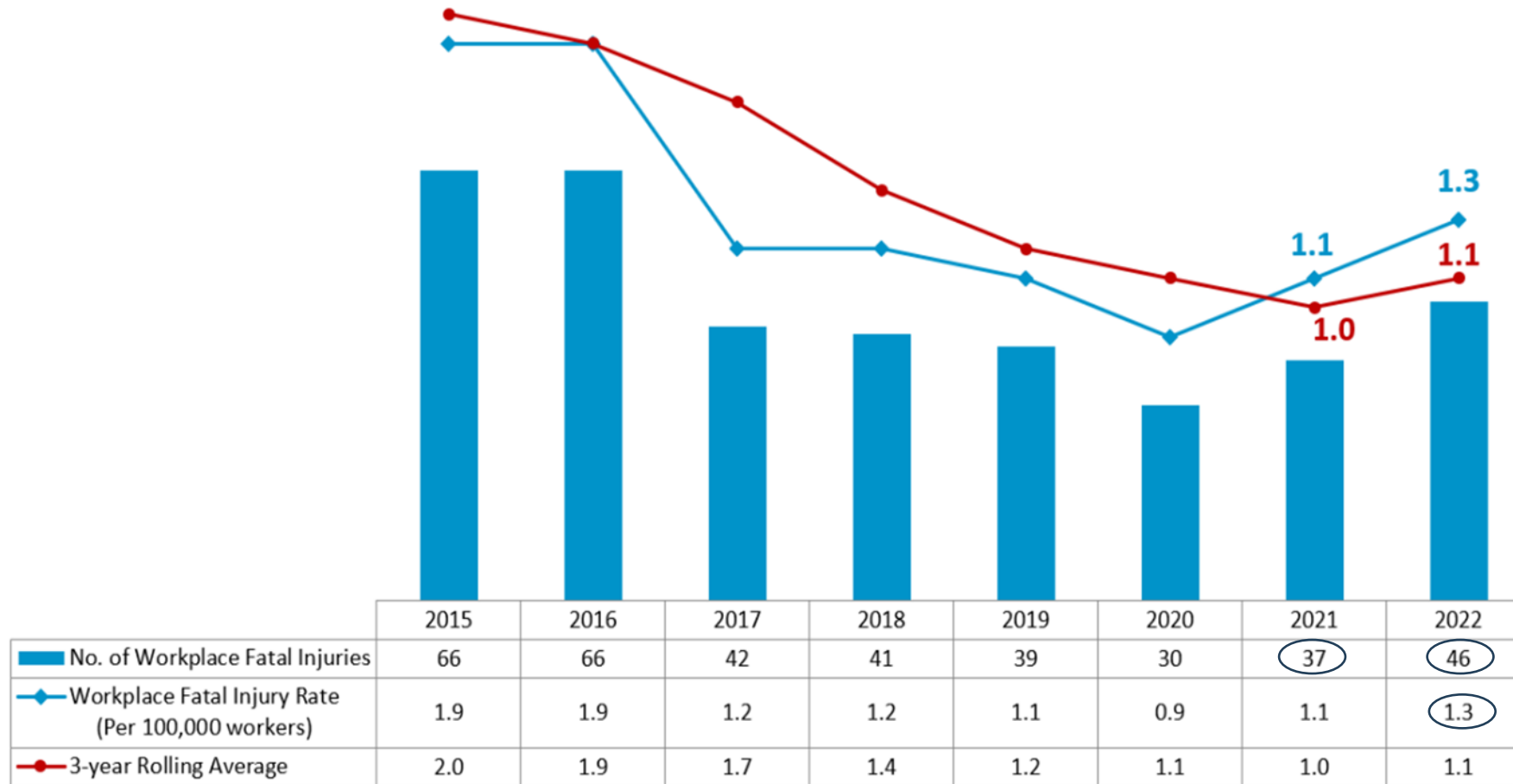
- WSH Statistics
- Commercial Diving Inspection Findings
- Accident Case Study
- Strengthening WSH Ownership



Number and Rate of Workplace Injuries

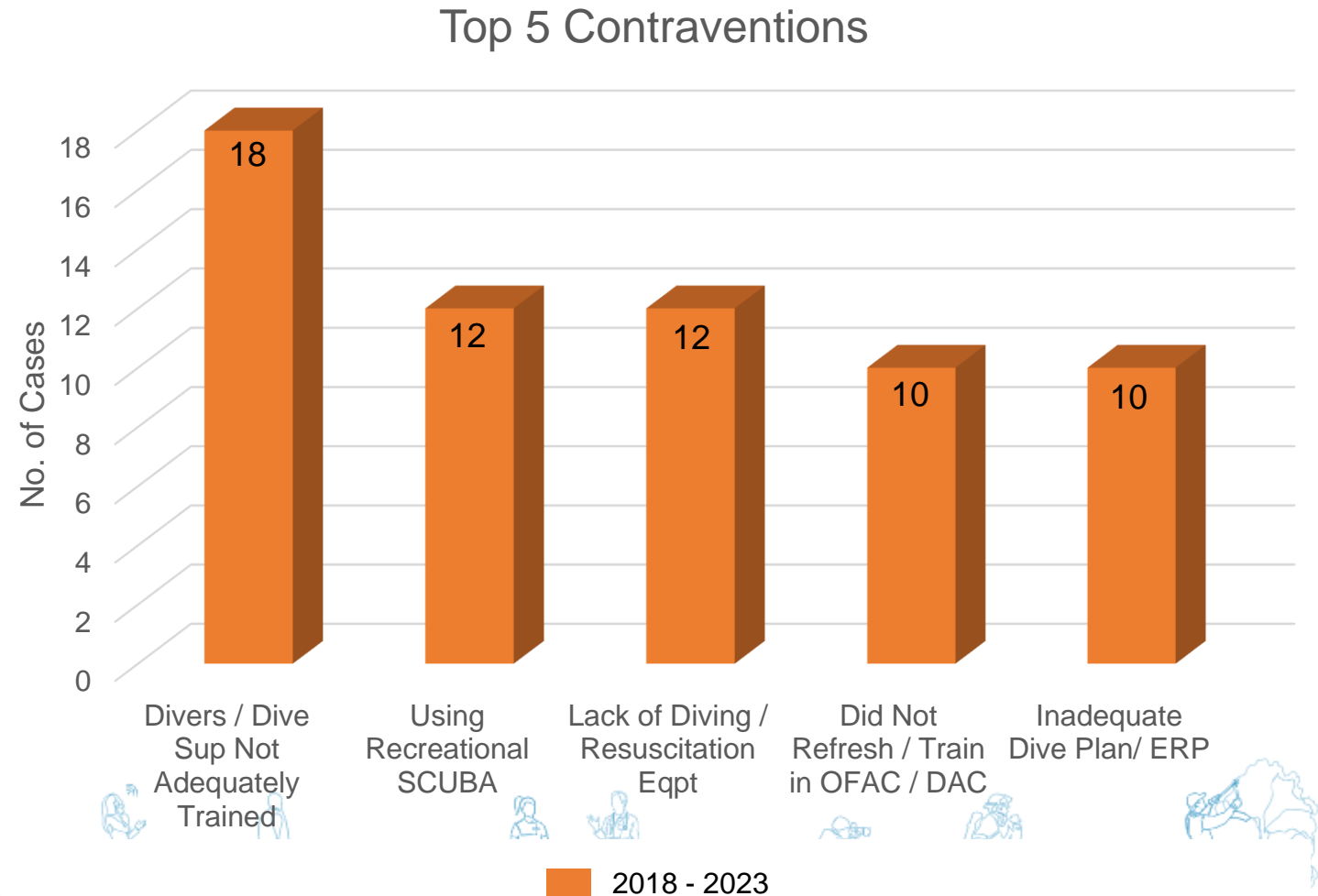


Number and Rate of Workplace Injuries

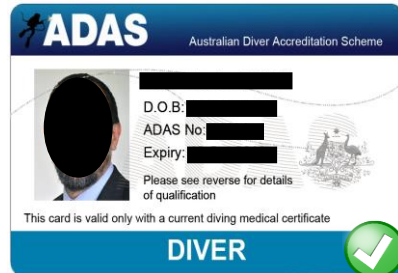


Top Contraventions from MOM Inspection Findings on Commercial Diving

Commercial Diving Inspections (2018 to 2023)	
No. of Stop Work Orders	3
No. of Contraventions	98
Total fines issued	\$36,000



Key Findings: Approved Divers Certs and Use of Recreational SCUBA



Note: ADCI certs needs to be supplement with other acceptable commercial Diving cert or bears the words "International Endorsement"

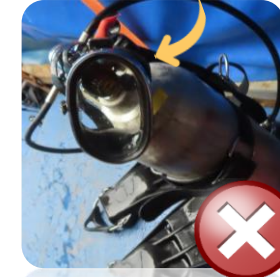


1.2 Scope

The guide covers two diving methods, namely Surface-Supplied Diving Equipment (SSDE)/ Surface-Supplied Breathing Apparatus (SSBA) and Commercial Self-Contained Underwater Breathing Apparatus (CSCUBA). Recreational Self-Contained Underwater Breathing Apparatus (SCUBA) shall not be used for commercial diving operations.

The scope does not cover recreational diving/technical diving, scientific diving, archaeological diving projects as well as diving activities using oxygen-enriched gas mixtures (NITROX).

No half mask allowed



No mouthpiece allowed

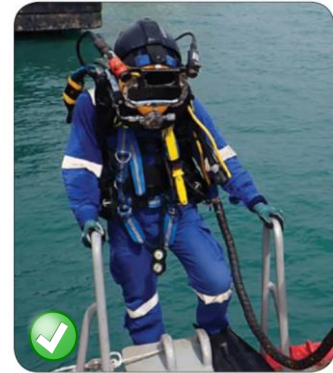
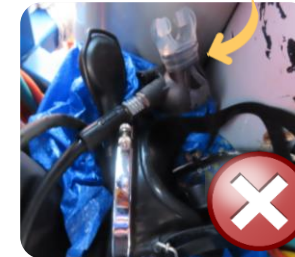
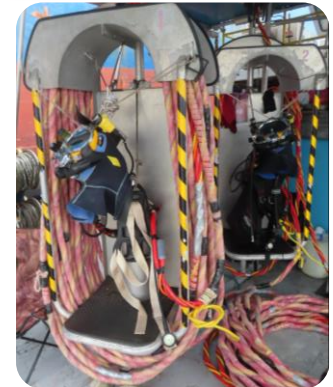


Figure 1: SSDE/SSBA diver.



Clause 5 of SS511: 2018- COP for Diving at Work

Divers and Dive Supervisors should be trained and certified with the relevant Commercial Diving Competency Standards for Inland/Inshore issued by Workplace Safety and Health Council

Key Findings: Approved Divers Certs and Use of Recreational SCUBA

Annex C

4 List of Acceptable Commercial Diving Certifications

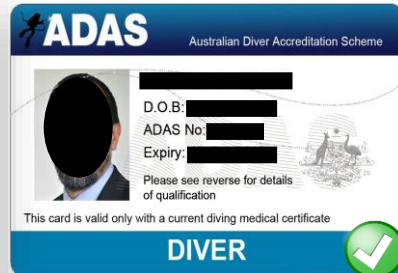
Country / Accreditation	CSCUBA (30m)	SSDE (30m)	Offshore (50m)
Divers			
Australia (ADAS)*	Occupational SCUBA to 30m (previously, ADAS Part 1)	Occupational SSBA to 30m (previously, ADAS Part 2)	Occupational SSBA to 50m (previously ADAS Part 3)
Canada (DCBC)*	Unrestricted SCUBA	Restricted Surface Supplied Diver	Unrestricted Surface Supplied Diver & above
France (INPP)*	Class 1 Mention A – (SCUBA and Surface Supply to 40m)	Class 1 Mention A – (SCUBA and Surface Supply to 40m)	Class II Mention A
Malaysian (CIDB)*	Construction Diver Level 1	Construction Diver Level 2	N/A
Norway (PSA)*	N/A	N/A	Nonwegian PSA Class 1 Surface Oriented Diver
Singapore (MOM)	CSCUBA Diver	SSDE Diver	N/A
South Africa (DOL)*	Class IV Diver (SCUBA)	Class IV Diver (SSDE)	Class II Diver (SSDE)
United Kingdom (HSE) pre 1998	HSE part 4	HSE part 3	HSE part 1 & HSE part 2
United Kingdom (HSE) post 1998	HSE SCUBA	HSE Surface Supplied	HSE Surface Supplied with Top Up & above
ADCI*	Inland / Inshore Diver (need to be supplemented with any certification in the List of Acceptable Commercial Diving Certifications)	ADCI surface supplied diver certificates bearing the words "INTERNATIONAL ENDORSEMENT"	ADCI surface supplied diver certificates bearing the words "INTERNATIONAL ENDORSEMENT"
IMCA* approved training member	N/A	N/A	IMCA Surface Supplied Diver
Diving Supervisors			
Australia (ADAS)*	Onshore Diving Supervisor SCUBA to 30m (previously, ADAS Part 1)	Onshore Diving Supervisor SSDE to 30m (previously, ADAS Part 2)	ADAS Offshore Air Diving Supervisor & ADAS Closed Bell Diving Supervisor (previously, Offshore Air/Bell)

Canada (DCBC)*	Onshore Supervisor		Offshore Air/Saturation Diving Supervisor
Malaysian (CIDB)*	Onshore SCUBA Supervisor	Onshore SSBA Supervisor	N/A
Singapore (MOM)	CSCUBA Supervisor	SSDE Supervisor	N/A
Association of Diving Contractors – ADC UK*	Surface-Supplied Air Diving Supervisor (need to be supplemented with any certification in the List of Acceptable Commercial Diving Supervisor Certifications)		N/A
ADCI*	Surface-Supplied Air Diving Supervisor (need to be supplemented with any certification in the List of Acceptable Commercial Diving Supervisor Certifications)		N/A
IMCA*	N/A	N/A	IMCA Offshore Air Diving Supervisor & Mix Gas Bell Diving Supervisor

NOTE: The WSH Act requires employers and principals to ensure that workers performing commercial diving activities are provided with sufficient instructions, information, training and supervision as is necessary for them to perform their work. While divers may possess overseas diving qualifications that are recognised, the employer/principals must ensure that local requirements in the WSH Act, relevant industry standards such as the SS511 Code of Practice for Diving at Work are complied with. Some of these local requirements can be taken in reference from section 2.1.1 Legislation and Standards (CD-CCD-100A-0) of the Commercial Diving Competency Standard ([Link](#)).

Abbreviations:

ADAS	Australian Diver Accreditation Scheme	CTAG	Curriculum, Training and Assessment Guide
DCBC	Diver Certification Board of Canada	CSCUBA	Commercial Self-Contained Underwater Breathing Apparatus
DOL	Department of Labour	SSDE	Surface Supplied Diving Equipment
INPP	Institut National de Plongée Professionnelle	MOM	Ministry of Manpower
HSE UK	Health Safety Executive (United Kingdom)	ADC UK	Association of Diving Contractors
ADCI	Association of Diving Contractors International	PSA	Petroleum Safety Authority
IMCA	International Marine Contractors Association		

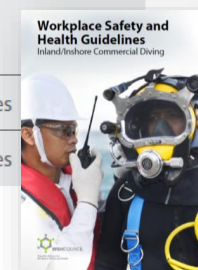


Note: ADCI certs needs to be supplement with other acceptable commercial Diving cert or bears the words "International Endorsement"

Item	SSDE/SSBA	CSCUBA	Recreational SCUBA
Air Supply (Main)	Surface supplied	Air Cylinders — Main and Bail-out	Air Cylinder — Normally only one
Backup Air Supply from surface	Yes	Nil	Nil
Emergency Air Supply — carried by diver	Yes	Yes	Nil
Type of mask/air regulator	Full face mask or helmet/ integrated demand regulator	Full face mask/ integrated demand regulator	Half mask/separate integrated demand regulator held by a 'mouthpiece'
Voice communications	Yes	Yes	Nil
Full Body Harness	Yes	Yes	Sometimes
Lifeline using rope	Yes	Yes	Sometimes



Figure 1: SSDE/SSBA diver.



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The scope does not cover recreational diving/technical diving, scientific diving, archaeological diving projects as well as diving activities using oxygen-enriched gas mixtures (NITROX).

Clause 5 of SS511: 2018- COP for Diving at Work

Divers and Dive Supervisors should be trained and certified with the relevant Commercial Diving Competency Standards for Inland/Inshore issued by Workplace Safety and Health Council

Key Findings: Diving Plan and ERP

Dive plan for diving work

Dive plans set out the way diving will be carried out to ensure the participant's health and safety. The dive plan should assist with the implementation of control measures that have been selected during the risk management process.

A single dive plan may be prepared for several dives when the risks of the dives are similar. When the risks of the dive vary (e.g. when there are different tasks, equipment used or significant environmental change), then a new dive plan should be prepared.

Example dive plan for diving work:

Dive plan			
Business legal name:	ABN:	Depart date:	Return date:
Dive supervisor:		Vessel master if applicable:	
Dive site locations:			
Dive plan prepared by:			
Date:			
<input type="checkbox"/> All persons briefed by dive supervisor			
Method of carrying out the task			
Type of diving	Tasks	Diving equipment/gas	
<input type="checkbox"/> Vessel - per ops manual	<input type="checkbox"/> Manual cleaning	<input type="checkbox"/> SCUBA air only - per ops manual	
<input type="checkbox"/> Shore - per ops manual	<input type="checkbox"/> Harvesting by hand	<input type="checkbox"/> SSBA air only - per ops manual	
<input type="checkbox"/>	<input type="checkbox"/> Inspection	<input type="checkbox"/> Pre departure checks completed	
<input type="checkbox"/>	<input type="checkbox"/> Scientific sampling	<input type="checkbox"/> Pre dive checklist available	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Other (specify)	
Decompression management			
<input type="checkbox"/> Computer (specify)	<input type="checkbox"/> Tables (specify)	<input type="checkbox"/> Flying after diving	
<input type="checkbox"/> Other deco factors (specify)			

Task and duties(all members of dive team)				
Name	Competent	Medical	Duties	
	<input type="checkbox"/>	<input type="checkbox"/>		
	<input type="checkbox"/>	<input type="checkbox"/>		
	<input type="checkbox"/>	<input type="checkbox"/>		
	<input type="checkbox"/>	<input type="checkbox"/>		
	<input type="checkbox"/>	<input type="checkbox"/>		
	<input type="checkbox"/>	<input type="checkbox"/>		
	<input type="checkbox"/>	<input type="checkbox"/>		
Site specific hazards (in addition to controls in ops manual)				
Hazard	Risk	Control measures (site rules)		
<input type="checkbox"/> Environmental hazards (specify)				
<input type="checkbox"/> Equipment hazards (specify)				
<input type="checkbox"/> Task hazards (specify)				
<input type="checkbox"/> Other (specify)				
Diving planned				
Date range	Location	Depth range	Max time	Task
Emergency procedures				
<input type="checkbox"/> Emergency procedures available on site (as per ops manual)				
<input type="checkbox"/> Emergency procedures reviewed and practiced by dive team				
Last drill date:				

Emergency Action Plan	
Diving Emergency Preparedness	
Dive site Name _____ Location _____ Dive Operator _____	
First Aid Equipment at dive site/boat Name of qualified, on-site first aid provider _____	
Oxygen Type of oxygen delivery _____ Available quantity _____ Location/storage _____	
First Aid Kit <input type="checkbox"/> Available <input type="checkbox"/> Not Available Type _____ Location/storage _____	
AED <input type="checkbox"/> Available <input type="checkbox"/> Not Available Location/storage _____	
Local Information (Include directions to dive site that can be provided to EMS) _____ _____	
Nearest emergency department (Include distance, name, address and phone number) _____ _____	
Alternative medical facility (Include distance, name, address and phone number) _____ _____	
Local law enforcement Name _____ Phone number _____	
Local transportation (taxi service, etc.) Name _____ Phone number _____	

Clause 6.1.4.1 and 8.3 of SS511: 2018- COP for Diving at Work

Prior to any diving operation, a dive plan shall be prepared and be agreed upon by all parties involved.

A written emergency response plan (ERP) containing the appropriate contact details and protocols to be followed in the event of an emergency shall be available at the dive site.

Key Findings: Diving Plan and ERP

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Dive plans set out the way diving will be carried out to ensure the participant's health and safety. The dive plan should assist with the implementation of control measures that have been selected during the risk management process.

A single dive plan may be prepared for several dives when the risks of the dives are similar. When the risks of the dive vary (e.g. when there are different tasks, equipment used or significant environmental change), then a new dive plan should be prepared.

Example dive plan for diving work:

Dive plan			
Business legal name:	ABN:	Depart date:	Return date:
Dive supervisor:		Vessel master if applicable:	
Dive site locations:			
Dive plan prepared by:			
Date:			
<input type="checkbox"/> All persons briefed by dive supervisor			
Method of carrying out the task			
Type of diving	Tasks	Diving equipment/gas	
<input type="checkbox"/> Vessel - per ops manual	<input type="checkbox"/> Manual cleaning	<input type="checkbox"/> SCUBA air only - per ops manual	
<input type="checkbox"/> Shore - per ops manual	<input type="checkbox"/> Harvesting by hand	<input type="checkbox"/> SSBA air only - per ops manual	
<input type="checkbox"/>	<input type="checkbox"/> Inspection	<input type="checkbox"/> Pre departure checks completed	
<input type="checkbox"/>	<input type="checkbox"/> Scientific sampling	<input type="checkbox"/> Pre dive checklist available	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Other (specify)	
Decompression management			
<input type="checkbox"/> Computer (specify)	<input type="checkbox"/> Tables (specify)	<input type="checkbox"/> Flying after diving	
<input type="checkbox"/> Other deco factors (specify)			

Task and duties(all members of dive team)				
Name	Competent	Medical	Duties	
	<input type="checkbox"/>	<input type="checkbox"/>		
	<input type="checkbox"/>	<input type="checkbox"/>		
	<input type="checkbox"/>	<input type="checkbox"/>		
	<input type="checkbox"/>	<input type="checkbox"/>		
	<input type="checkbox"/>	<input type="checkbox"/>		
	<input type="checkbox"/>	<input type="checkbox"/>		
	<input type="checkbox"/>	<input type="checkbox"/>		
Site specific hazards (in addition to controls in ops manual)				
Hazard	Risk	Control measures (site rules)		
<input type="checkbox"/> Environmental hazards (specify)				
<input type="checkbox"/> Equipment hazards (specify)				
<input type="checkbox"/> Task hazards (specify)				
<input type="checkbox"/> Other (specify)				
Diving planned				
Date range	Location	Depth range	Max time	Task
Emergency procedures				
<input type="checkbox"/> Emergency procedures available on site (as per ops manual)				
<input type="checkbox"/> Emergency procedures reviewed and practiced by dive team				
Last drill date:				

Task and duties(all members of dive team)			
Name	Competent	Medical	Duties
Ivan	<input type="checkbox"/>	<input type="checkbox"/>	Dive Supervisor/ Captain
Bernard	<input type="checkbox"/>	<input type="checkbox"/>	Diver/ Dive Supervisor
Ahmad	<input type="checkbox"/>	<input type="checkbox"/>	Diver/ Tender
Tommy	<input type="checkbox"/>	<input type="checkbox"/>	Diver/ Tender
Titus	<input type="checkbox"/>	<input type="checkbox"/>	Diver/ Tender
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	
Site specific hazards (in addition to controls in ops manual)			



Task and duties(all members of dive team)				Time: 0800hr to 1200hr
Name	Competent	Medical	Duties	
Ivan	<input type="checkbox"/>	<input type="checkbox"/>	Dive Supervisor	
Bernard	<input type="checkbox"/>	<input type="checkbox"/>	Diver	
Ahmad	<input type="checkbox"/>	<input type="checkbox"/>	Diver	
Tommy	<input type="checkbox"/>	<input type="checkbox"/>	Tender	
Titus	<input type="checkbox"/>	<input type="checkbox"/>	Tender	
	<input type="checkbox"/>	<input type="checkbox"/>		
	<input type="checkbox"/>	<input type="checkbox"/>		
Site specific hazards (in addition to controls in ops manual)				



Task and duties(all members of dive team)				Time: 1300hr to 1700hr
Name	Competent	Medical	Duties	
Bernard	<input type="checkbox"/>	<input type="checkbox"/>	Dive Supervisor	
Ivan	<input type="checkbox"/>	<input type="checkbox"/>	Diver	
Ahmad	<input type="checkbox"/>	<input type="checkbox"/>	Diver	
Tommy	<input type="checkbox"/>	<input type="checkbox"/>	Tender	
Titus	<input type="checkbox"/>	<input type="checkbox"/>	Tender	
	<input type="checkbox"/>	<input type="checkbox"/>		
	<input type="checkbox"/>	<input type="checkbox"/>		
Site specific hazards (in addition to controls in ops manual)				

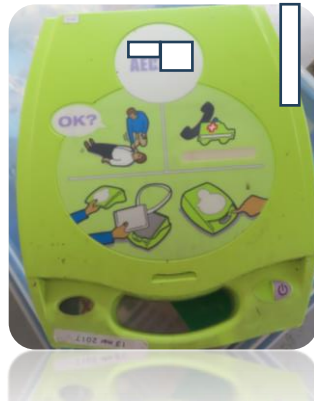
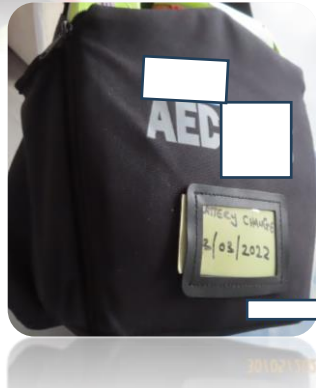


Clause 6.1.4.1 and 8.3 of SS511: 2018- COP for Diving at Work

Prior to any diving operation, a dive plan shall be prepared and be agreed upon by all parties involved.

A written emergency response plan (ERP) containing the appropriate contact details and protocols to be followed in the event of an emergency shall be available at the dive site.

Key Findings: AED and First Aid Courses



Clause 9.6.3 of SS511: 2018- COP for Diving at Work

In addition to the first aid medical equipment, an AED unit shall be available at the dive site for immediate use.



Occupational First Aid and Diving First Aid Training



Photo credit: Subsea International Training Associates



Photo credit: KBA Training Centre

Clause 5.5.2 of SS511: 2018- COP for Diving at Work

*All divers and dive tenders shall have the basic **occupational first aid** and shall be trained in **diving first aid** in accordance with the relevant Commercial Diving Competency Standards for Inland/Inshore issued by the Workplace Safety and Health Council or its equivalent competency standard.*

8 Fatal Diving Accidents From 2008 to 2018

2008

Sep 2008

A diver was **fixing a sea chest grating** on a vessel when the grating swing suddenly and hit him and his co-diver. Both **lost their breathing regulator** and decided to surface. While waiting for their dive boat, the diver disappeared below the water.

2009

Sep 2009

Deceased and co-diver were tasked to dive underwater to **connect strand jack wire to the bow thrusters** to oil rig. While surfacing up, the Deceased's **air supply in the tank had depleted** and he became panicked and shoot up to the surface quickly but was found missing thereafter.

2012

May 2012

Deceased and his buddy diver were tasked to carry out **underwater hull cleaning** for vessel. Buddy diver surfaced and returned to the workboat, leaving the Deceased alone to continue the cleaning works. Dive sup. realized **maximum dive time for the Deceased had reached** and tried to search for the Deceased but in vain.

2014

Sep 2012

Deceased, who was involved in **aligning a vessel that had docked into a floating dock**. He re-surfaced and dived into the waters again but was found submerged at the bottom of the dock.

Sep 2012

5 divers were deployed to **align and set a jack-up rig and drill ship that had been docked** into Dry Dock. Deceased was subsequently found submerged at bottom of rig.

2018

May 2018

Deceased and co-diver were **cleaning the hull** of vessel when the Deceased went missing. He likely **removed his diving equipment** and attempted to swim up to the surface.

Jun 2018

Deceased and his co-diver were working underwater, **installing brackets onto a concrete pile**, when he was **struck by a collapsed concrete pile** and subsequently pinned against the seabed by the pile



Accident case study presented during seminar have removed from this deck of slides for distribution



Risk Assessment

- Hazard identification
- Risk evaluation
- Risk control

Control Measures*

- Dive Plan with briefings and pre-dive checks
- Qualified dive team of required composition
- Use Surface Supplied Diving Equipment (SSDE)

* In accordance to SS511 requirements

Workplace Safety and Health Guidelines
Inland/Inshore Commercial Diving



Eliminating Common Lapses

- No RA or SWP for the job
- Recreational SCUBA diving gear used with no lifeline
- No certified commercial dive supervisor and divers
- No dive plan and no emergency procedures in-place
- Lack of or inadequate standby divers / tenders

Strengthening WSH Ownership



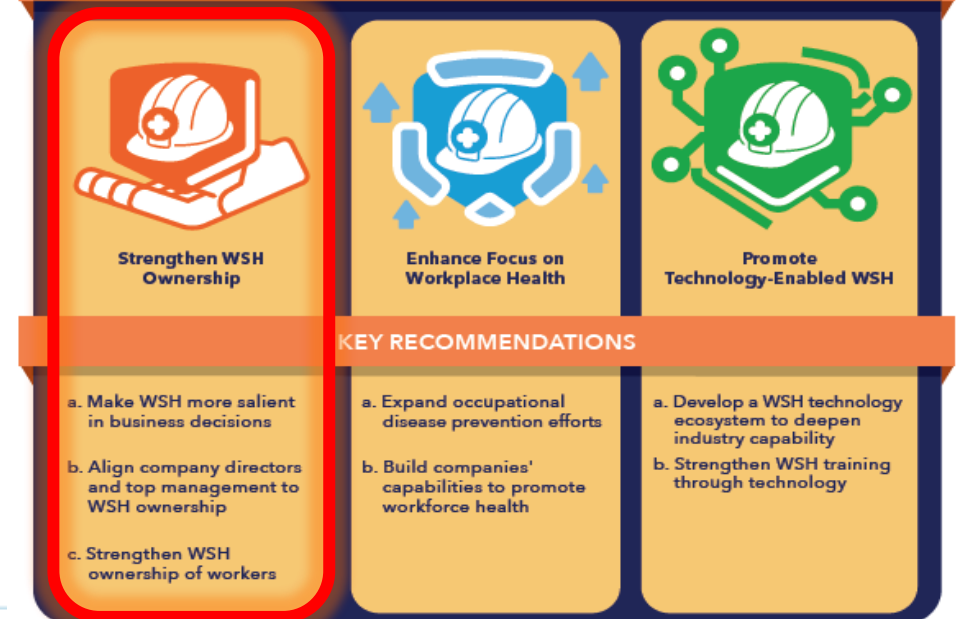
WSH 2028

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

Strategic Outcomes



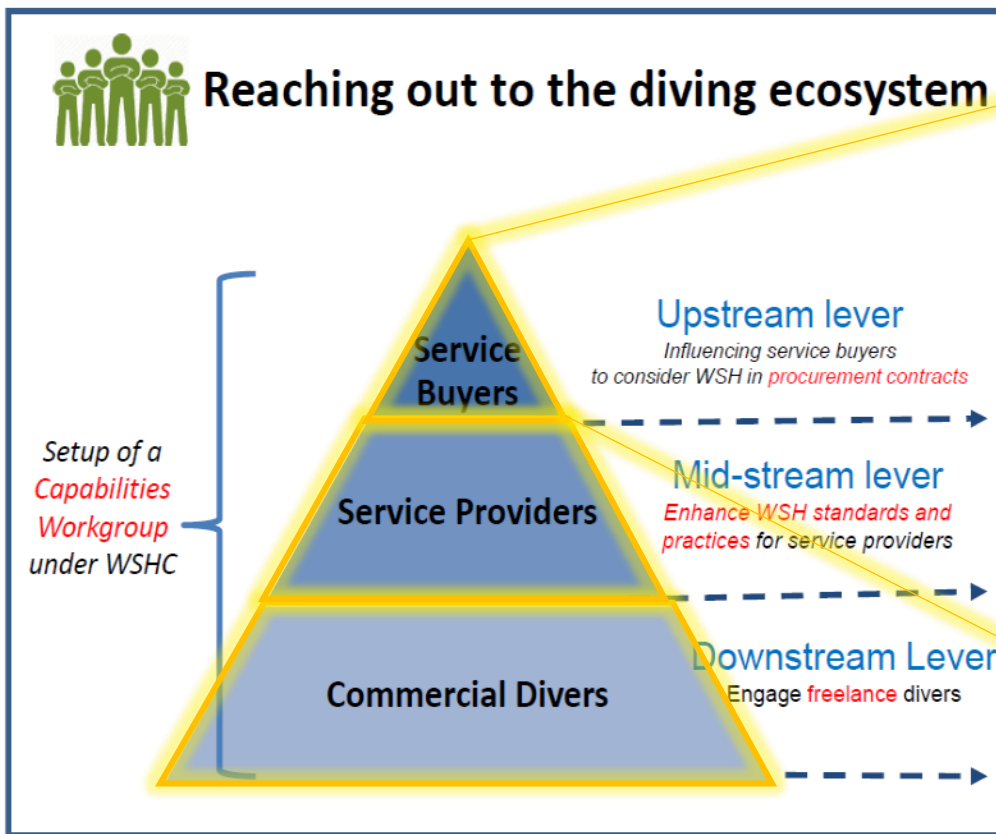
STRATEGIES



A Great Workforce A Great Workplace

Moving Upstream of the Diving Ecosystem to Curb the Unsafe Practices

- MOM will continue to take enforcement actions on errant diving contractors, but we are also moving upstream along the value chain to address the unsafe practices



Taking Up WSH Ownership

SSA Services Committee
JUN 2023 Flyer

CONTRACTING OF COMMERCIAL DIVING SERVICES IN THE PORT OF SINGAPORE

WHAT YOU NEED TO ENSURE AS PRINCIPAL/SERVICE BUYER
UNDER SINGAPORE WORKPLACE SAFETY & HEALTH ACT

Ensure that the diving company being engaged is in
compliance with SS511:2018, the Code of Practice for Diving
at work

A. Required Documents for Diving Operations

Before every diving operation is conducted you
must ensure to have collected the following from
the diving contractor:

- Signed Risk Assessment
- Signed Dive Plan

- Signed Dive Plan
- Signed Risk Assessment

the diving contractor

Before every diving operation is conducted you
must ensure to have collected the following from
the diving contractor:

A. Required Documents for Diving Operations

Before every diving operation is conducted you
must ensure to have collected the following from
the diving contractor:

- Signed Risk Assessment
- Signed Dive Plan

B. Minimum Dive Operation Team

As part of The Singapore Standard SS511, a dive
team must consist of at least 5 people, regardless
of task/job scope:

- 1 diving supervisor
- 2 divers (one in water, one standby diver) and
- 2 tenders

C. Certifications

Use WSHC website to check for approved
certifications:

<https://www.tal.sg/wshc/resources/training-materials/resources-for-training-providers/list-of-acceptable-commercial-diving-certifications>

Recommended Advisory

1. Contact the Commercial Diving Association Singapore (CDAS) to check diving companies' credibility and if they are a member of CDAS.
2. Obtain the diving team's qualifications and keep them as procurement documents.
3. Obtain SIGNED confirmation of the suitability and certifications of the team and equipment to perform the proposed tasks. Hull cleaning must be done with a minimum equipment of Surface Supply Equipment (diver umbilicals). Please note that SCUBA is prohibited and C-Scuba with lifeline, secondary Air supply and communications is allowed for inspection only.
4. Obtain SIGNED confirmation from the diving company stating that all diving equipment used in the project has been inspected and checked and is in good condition for the dive operations.
5. Never engage recreational divers for your projects.

Useful Numbers & Contacts:

MPA: +65 6325 2488/2489, <https://www.mpa.gov.sg>

CDAS: +65 9689 5071, <https://www.cdassg.com>

MOM: +65 6438 5122, <https://www.mom.gov.sg/efeedback>

WSH Council Website: <https://www.tal.sg/wshc>

BizSafe Website: <https://www.tal.sg/wshc/programmes/bizsafe/about-bizsafe>

SSA SINGAPORE
SHIPPING
ASSOCIATION

22V Y220CV104

Everyone Plays a Part to Ensure WSH

Heightened safety period extended amid rise in workplace accidents; higher penalties for breaches



Heightened Safety Period Exited
On 31 May 2023

SINGAPORE: The heightened safety period imposed on companies in higher-risk industries will be extended by three months from Mar 1 until the end of May, with additional measures such as higher penalties for workplace safety breaches.

Announcing this on Friday (Feb 10), the Ministry of Manpower (MOM) noted that the heightened safety period was introduced in September 2022 for six months to address the "concerning rise" in workplace fatalities.

Related Topics

[Workplace Safety](#)

[Ministry of Manpower](#)

In the News

Stiffer penalties for firms with poor workplace safety

April 11, 2023

Companies with poor workplace safety and health (WSH) performance will incur stiffer penalties from today.

These include the doubling of composition fines for offences observed during safety inspections, up to a maximum of \$5,000, the Ministry of Manpower (MOM) said.

Companies that have been issued stop-work orders or have had workers experiencing major injuries will also have to engage external auditors to review current events.

Speaking to reporters after a workplace safety inspection in Delta East yesterday, Senior Minister of State for Manpower Zaqy Mohamad said it is important to ratchet up the response.

"From our recent inspections, including today's, it is clear that companies need to take greater ownership of safety at the workplace," he said, adding that MOM will be placing more responsibility on company management.

Enhanced enforcement measures, such as long, introduced the wake of a spike in workplace fatalities.

There have been 36 cases this year to date - the most in seven years since 2016.

The surge prompted MOM to ramp up its safety measures last month to review workplace safety and health.

MOM said more than 200 major safety violations were flagged by MOM officers, including the use of an unlicensed lift operator and the lack of guardrails on the second floor of a building under construction.

During the inspection, Mr Zaqy



and a team of MOM officers looked through the various operations and safety barriers put in place by Goh Feng Lai Company, a contractor that specialises in setting up tented stages for events.

Several safety violations were flagged by MOM officers, including the use of an unlicensed lift operator and the lack of guardrails on the second floor of a building under construction.

These inspections have largely been centred on the manufacturing, construction and marine ship-shed sectors.

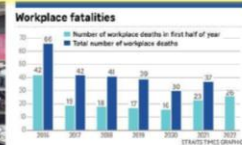
The company will be issued a stop-work order.

The workplace safety inspection yesterday was part of MOM's ramped-up enforcement efforts, which were announced in April.

More than 1,600 inspections have been conducted in the second quarter of this year, about double the number for the same period last year.

About 1,500 enforcement actions have been issued since April, with MOM placing an emphasis on work at height, as well as machinery and equipment safety.

These inspections have largely been centred on the manufacturing, construction and marine ship-shed sectors.



Announced by Senior Minister of State for Manpower, Mr Zaqy Mohamad that stiffer penalties will be issued to errant companies. This include:

- Doubling of composition fines for offences uncovered during inspections
- Companies issued with SWOs or have workers with major injuries have to engage external auditors to review current WSH system

Code of Practice on Workplace Safety and Health (WSH) Risk Management



WSH COUNCIL

A Great Workforce A Great Workplace

In the News

Tuesday, August 02, 2022

Company leaders can be prosecuted for workplace safety lapses, says Zaqy

Kok Yufeng

Company leaders can and will be prosecuted if they are culpable for workplace safety and health (WSH) lapses, and compliance with an upcoming code of practice outlining their duties will be considered in the event of an offence.

Senior Minister of State for Manpower Zaqy Mohamad said yesterday that the Approved Code of Practice (ACOP) for Company Directors' WSH Duties will be published later this year, with public consultations to begin this month.

"We are putting management and boards on notice that the ACOP is coming," he told Parliament in response to a speech by Mr Melvin

Yong (Radix Man). The authorities are also reviewing whether to expand the requirement for WSH staff to more workplaces, Mr Zaqy added.

In his speech, Mr Yong had called for more action to beef up workplace safety in the light of an alarming rise in workplace fatalities and injuries.

There have been 31 work-related deaths so far this year, the most over the same period since 2016 and more than the 30 deaths recorded in the whole of 2020.

Mr Yong had asked whether the upcoming code of practice could be written into law to give it "legislative teeth".

He cited an Australian case where two recycling company directors were jailed after a worker

was killed, and noted that it is a legal requirement in Australia for company directors and business owners to ensure their employees' safety.

Mr Yong also noted that Sweden requires every company, regardless of size and industry, to have a WSH representative.

"In Singapore, where we pride ourselves on being efficient and attentive in all that we do, we certainly need to move, and do better," the labour MP said.

He acknowledged that some steps have been taken to curb the rising number of workplace deaths, but "the Government's actions alone are not enough".

Noting that a factor behind the recent spate of accidents has been the rush to catch up on work affected by Covid-19 disruptions, he called for minimum rest hours for workers in higher-risk sectors to be legislated.

"If employers are pushing our workers to - quite literally - work towards their deaths - then we must surely act to stop this," Mr Yong said.

Mr Yong also called for better whistle-blowing channels.

Agreeing broadly, Mr Zaqy said the Ministry of Manpower (MOM) is extremely concerned about the recent spate of workplace deaths.

The ministry's analysis of recent

fatal accidents showed that many companies did not conduct risk assessments or follow safe work procedures. "This is disturbing - simple and totally avoidable mistakes that resulted in loss of lives," Mr Zaqy said.

He said MOM takes every report it receives on safety lapses seriously, and that there are safeguards to protect workers who report breaches.

The ministry received 2,300 reports over the past year, and 62 per cent of follow-up inspections led to enforcement action, he added.

Mr Zaqy also agreed that fatigue already present under the Employment Act spelling out the maximum hours an employee can work, including overtime.

Despite the recent setback, Mr Zaqy said the goal to reduce the workplace fatality rate here to less than one per 100,000 workers by 2028 still stands. Singapore and should be held to higher standards, given its stage of development.

"We must take important lessons from this episode to build a safety culture that will endure for years to come," he added.

THE STRAITS TIMES

Radix Man MP Melvin Yong yesterday called for more action to beef up workplace safety in the light of an alarming rise in workplace fatalities and injuries. Noting that a factor behind the recent spate of accidents has been the rush to catch up on work affected by Covid-19 disruptions, he called for minimum rest hours for workers in higher-risk sectors to be legislated.

SMS (Manpower) Mr Zaqy Mohamad announced the new Approved Code of Practice (ACOP) for Company Directors' WSH Duties that will be published by end of this year. Company leaders can and will be prosecuted for WSH lapses.

Code of Practice Chief Executives' and Board of Directors' Workplace Safety and Health Duties



WSH COUNCIL

A Great Workforce A Great Workplace

**Safety is Not Shaped by One,
but Strengthened as One**

Together We Can

**A Healthy Workforce In
Safe Workplaces**

Thank you

