

# Legislations and Laws in Singapore Regarding Workplace Safety & Health

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**Office of Safety, Health  
and Environment**

# WORKPLACE SAFETY AND HEALTH ACT

## (CHAPTER 354A)

(Original Enactment: [Act 7 of 2006](#))

REVISED EDITION 2009

(31st July 2009)

An Act relating to the safety, health and welfare of persons at work in workplaces.

[1st March 2006]

### PART I

#### PRELIMINARY

##### Short title

1. [This Act](#) may be cited as the [Workplace Safety and Health Act](#).

##### Application of Act

2. Except as otherwise provided in this Act (but not the regulations), the provisions of this Act shall apply to all workplaces.

[\[18/2011 wef 01/09/2011\]](#)

##### Application of Act to Government

- 3.—(1) Except as provided in [subsection \(2\)](#), this Act shall bind the Government and shall apply to —

(a) any workplace wholly or partly owned or occupied by the Government; and

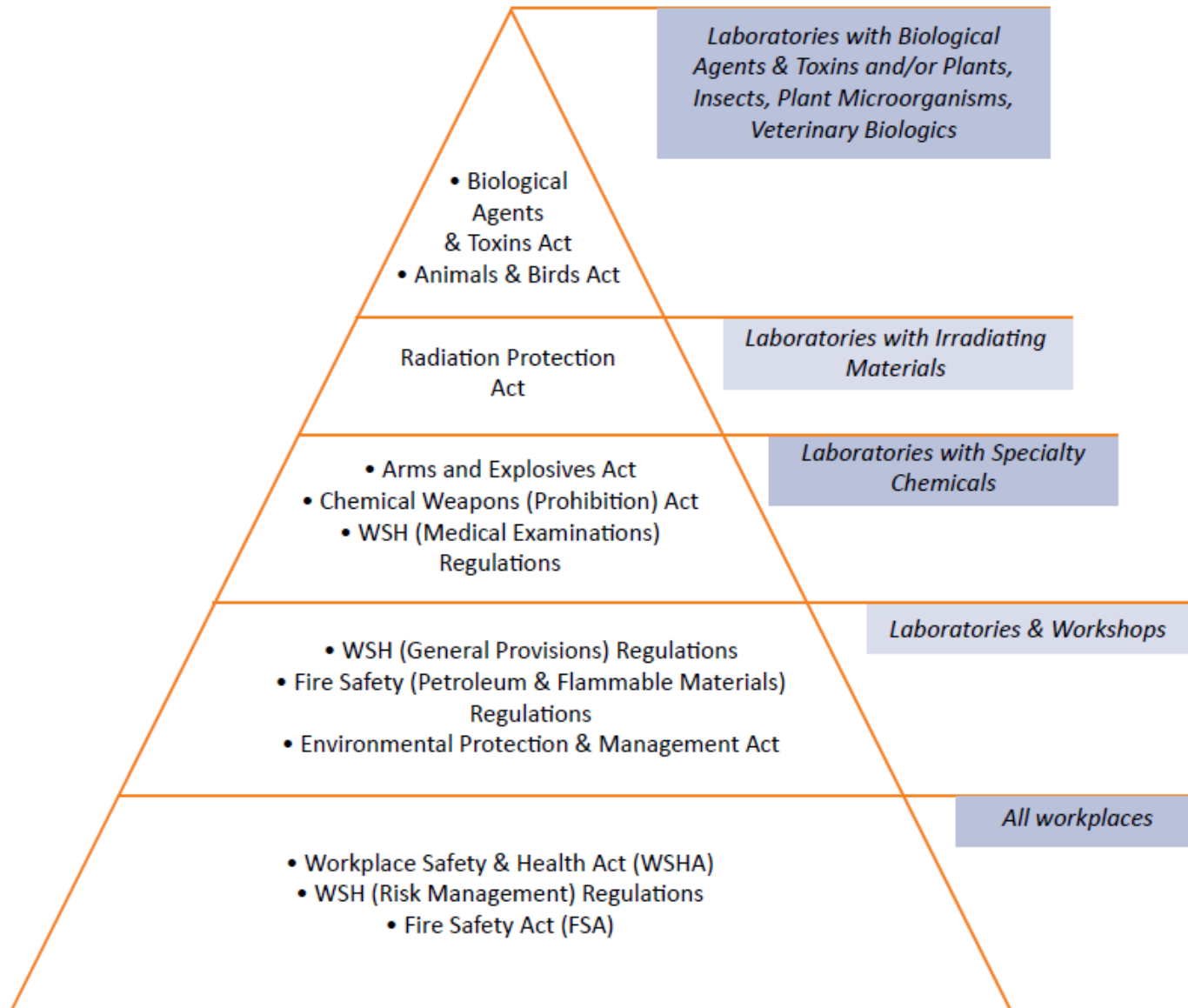
(b) any premises in which any building operation or any work of engineering construction is carried on by or on behalf of the Government.

- (2) Nothing in this Act shall render the Government liable to prosecution for an offence.

(3) For the avoidance of doubt, no person shall be immune from prosecution for any offence under this Act by reason that the person is engaged to provide services to the Government.



# Safety & Health Legislation Framework



# Workplace Safety & Health Act

1

It places the responsibility for workplace safety on all stakeholders along lines of control at the workplace.

3

It facilitates effective enforcement through the issuance of remedial orders.

4

**FEATURES  
OF WSHA**

2

It focuses on WSH systems and outcomes, rather than merely on compliance.

4

It imposes higher penalties for non-compliance and risky behaviour.

# Stakeholders under the WSHA



## Principals

who engage another person other than those under a contract of service to either supply labour or to do any work for gain or reward.



## Employers

who employ the service of any person to do work.



## Occupiers

who occupy or have control over the management of the workplace.



## Manufacturers or Suppliers

of machinery, equipment or hazardous substances used at work in the workplace.



## Owners, Installers or Erectors

of machinery for use at work in the workplace.



## Self-employed Persons

who work but is not under a contract of service.



## Persons at Work

includes employee, i.e. one employed under a contract of service, volunteer or any other person training or working under the employer such as an industrial attachment student.

# Legal Obligations of Stakeholders



## Employers

To take **reasonably practicable measures** to ensure the safety and health of :

1. his employees at work
2. persons (not being his employees) who may be affected by any undertaking carried on by him in the workplace



## Principals

To take **reasonably practicable measures** to ensure the safety and health of :

1. any contractor engaged by him
2. any direct or indirect subcontractor engaged by such contractor
3. any employee employed by such contractor or subcontractor
4. persons (not being his employees) who may be affected by any undertaking carried on by him in the workplace

# Legal Obligations of Stakeholders



**Employers**

The measures includes:

- providing and maintaining a work environment which is safe and without risk to health
- ensuring adequate measures for any machinery, equipment, plant, article or process
- ensuring persons are not exposed to hazards arising out of the its activities
- developing and implementing procedures for dealing with emergencies
- ensuring adequate instruction, information, training and supervision
- provide persons (not being his employees) with information on how their safety or health will be affected while at his workplace



**Principals**



# Legal Obligations of Stakeholders



- **To use any suitable appliance, protective clothing, equipment, etc for securing his safety, health and welfare**
- **Co-operate with employer or principal to comply with the provisions of the WSH Act**
- **Not to willfully or recklessly misuse any appliance, protective clothing, equipment, etc**
- **Not to endanger the safety or health of himself or others**

# Penalties for Offences

Category of offender	Maximum fine	Maximum imprisonment	Conditions
Individual persons: Repeated offence:	\$200,000 \$400,000	2 years	Either or both
Corporate body: Repeated offence:	\$500,000 \$1 million		
Persons at Work <ul style="list-style-type: none"> <li>• Not using personal protective equipment</li> <li>• Not co-operating with employer or principal to comply with Act</li> <li>• misuse of any safety appliance.</li> </ul>	1st conviction - \$1,000  2nd or subsequent conviction - \$2,000		
Persons at Work <ul style="list-style-type: none"> <li>• Does any negligent act which endangers the safety or health of himself or others</li> </ul>	\$30,000	2 years	Either or both

# Failure to comply with Remedial Order or Stop Work Order

Category of offender	Maximum fine	Maximum imprisonment	Conditions
<p>Person who fails to comply with Remedial Order</p> <p>If offence is continued after conviction:</p>	<p>\$50,000</p> <p>Additional fine of \$5,000 for each day the offence continues</p>	12 months	Either or both
<p>Person who fails to comply with a Stop Work Order</p> <p>If the offence is continued after conviction:</p>	<p>\$500,000</p> <p>\$20,000 for each day the offence continues.</p>	12 months	Either or both

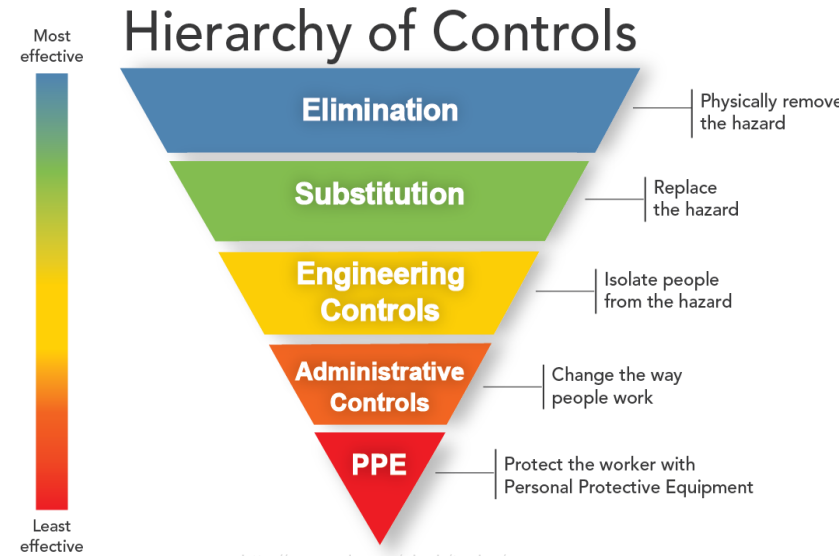
# Putting WSHA into Practice...

## The Key Subsidiary Legislation:

- WSH (Risk Management) Regulations
- WSH (General Provisions) Regulations
- WSH (Medical Examinations) Regulations
- WSH (Incident Reporting) Regulations



# WSH (Risk Management) Regulations



<http://www.cdc.gov/niosh/topics/noise/images/HOC.png>



[www.wgcoaching.com](http://www.wgcoaching.com)

[www.presentermedia.com](http://www.presentermedia.com)

# WSH (General Provisions) Regulations



**P**ERMISSIBLE  
**E**XPOSURE  
**L**IMITS

# What is GHS?

- ✓ Globally Harmonised System of Classification and Labelling of Chemicals
- ✓ Developed by United Nations (UN)
- ✓ Standardised labels and Safety Data sheets
- ✓ Worldwide implementation (67 countries)
- ✓ Singapore Standard SS586
  - Specification for hazard communication for hazardous chemicals and dangerous goods



# GHS Pictograms



Explosives  
Self-reactive substance  
Organic peroxide



Flammable substance  
Self-reactive substance  
Pyrophoric and self-  
heating substance  
Organic peroxides



Oxidizing substance



Gases under pressure



Corrosives



Environmental  
toxicity



Acute toxicity



Acute toxicity  
Skin irritation  
Eye irritation  
Sensitizer (Dermal)  
Transient Target organ toxicity  
Hazard to the ozone layer



Respiratory Sensitizer  
Germ Cell Mutagenicity  
Carcinogenicity  
Reproductive toxicity  
Target organ toxicity  
Aspiration hazard



# GHS Pictograms Stickers - OSHE

Office of Safety, Health and Environment



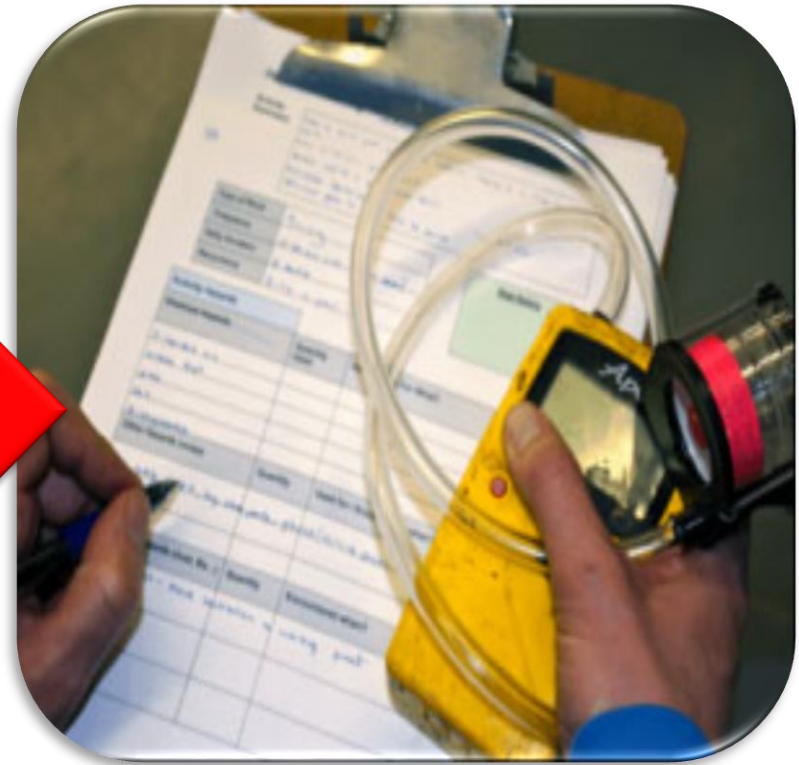
# Permissible Exposure Limits

## Semi-Quantitative Risk Assessment (SQRA)



[corporatecomplianceinsights.com](http://corporatecomplianceinsights.com)

## Industrial Hygiene Monitoring



[workforcesafetytraining.com](http://workforcesafetytraining.com)

# WSH (Medical Examinations) Regulations



Arsenic\*

Manganese\*

Mercury\*

Cadmium\*

Lead\*

Organophosphates

Benzene

Perchloroethylene

Trichloroethylene

Vinyl chloride monomer

Silica

# WSH (Medical Examinations) Regulations

# WHERE?

**OCCUPATIONAL HEALTH (OH) CLINIC**  
Basement of the University Health Centre  
(Next to the Dental Clinic)

UNIVERSITY

HEALTH

CENTRE

221, OWEN ROAD, SINGAPORE 117595

# WSH (Incident Reporting) Regulations

- ✓ **More than 3 days MC**
- ✓ **Hospitalization >24hrs**
- ✓ **Fatality**
- ✓ **Occupational Disease**
- ✓ **Dangerous occurrence**



# WSH (Incident Reporting) Regulations

# AIMS

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Accident & Incident Management System



**REPORT ALL INCIDENTS TO OSHE WITHIN 24 HOURS!**

[Click here to access AIRS](#)



# We deal with chemicals

## What are the legislation we need to know?

# Legislations & Authorities

**Fire Safety  
(Petroleum & Flammable  
Materials) Regulations**



**Environmental Protection  
& Management  
(Hazardous Substances)  
Regulations**



**Arms & Explosives  
Act**



**Chemical Weapons  
(Prohibition) Act**



**Poisons Act**



**Misuse of Drugs  
Act**





# Chemicals & substances of concern...



**Petroleum &  
Flammable Materials**



**Hazardous  
Substances**



**Explosives &  
Explosive Precursors**



**Chemical Weapons**









**Scheduled Poisons**



**Controlled Drugs**

Click on the respective image for more details

# Quick Guide on Key Requirements

Type	Regulatory Authority	Licence or Permit from the Authority to:			Live Inventory Record	Lock and Key
		Store & Use for Research	Import	Export		
Petroleum & Flammable Materials	 <b>SCDF</b> The Life Saving Force	√	√			
Hazardous Substances	 <b>National Environment Agency</b> Safeguard · Nurture · Cherish	√	√	√		
Explosive Precursors	 <b>Singapore Police Force</b> A member of the Home Team	√	√	√	√	√
Chemical Weapons	 <b>SINGAPORE CUSTOMS</b>	√	√	√	√	√
Scheduled Poisons	 <b>HSA</b> Health Sciences Authority		√	√	√	√
Controlled Drugs	 <b>CNB</b>   CENTRAL NARCOTICS BUREAU	√	√	√	√	√

# Storage Requirements?

1



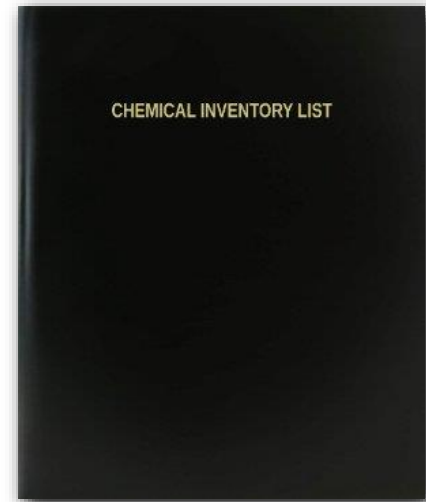
2




3



4





**How would I  
know which are  
the regulated  
ones??**

# ORMI

*Your Identifier!*






# ORMI

Online Regulated  
Material identifier

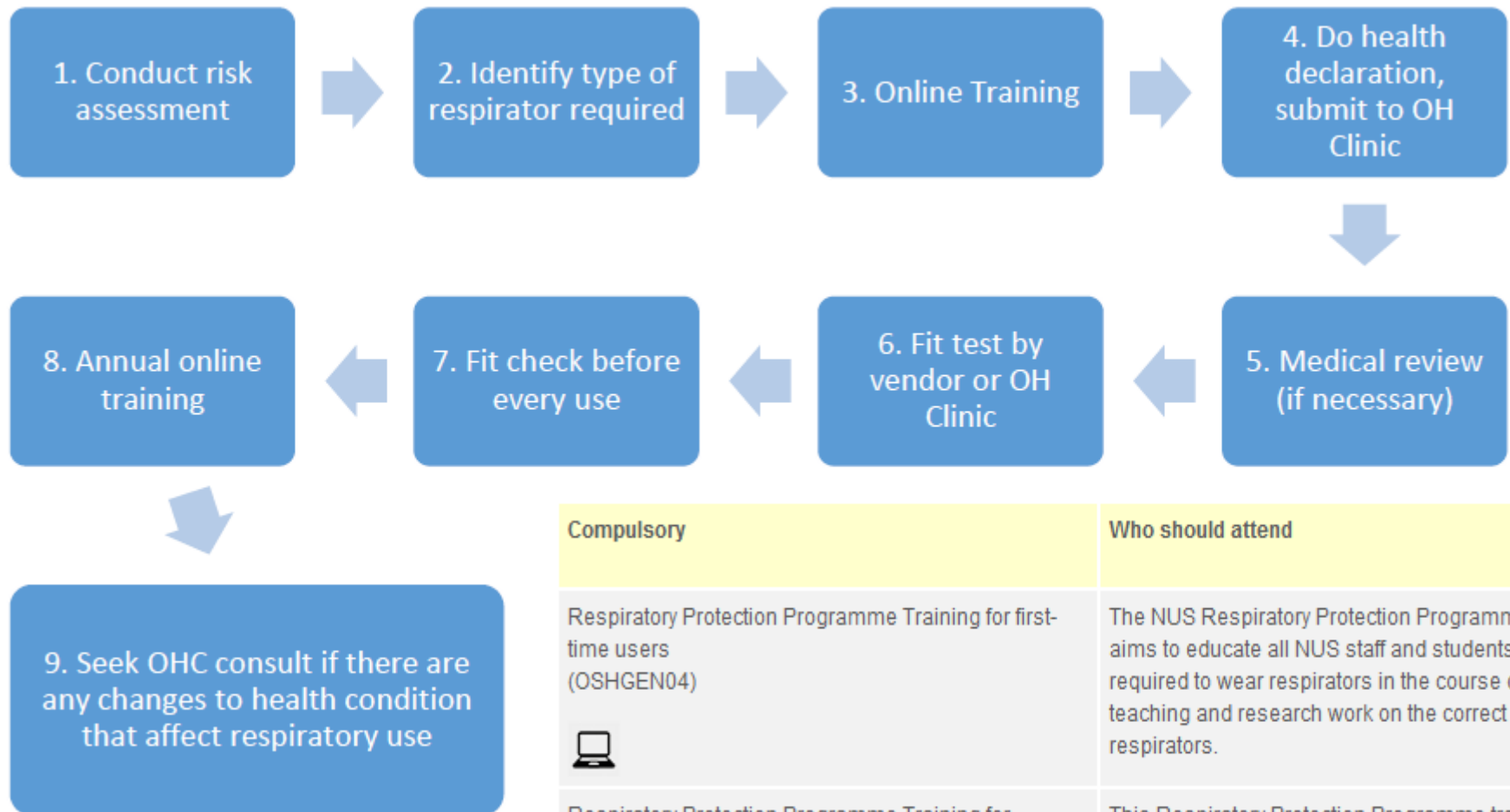




# IVLE training requirements

## Chemical

Compulsory	Who should attend	Compulsory	Who should attend
Chemical Safety (OSHCHM01) 	Individuals performing activities involving the use of hazardous chemicals.  <u>Refresher training requirement:</u> Individuals are required to retake this module after two years.	Safe Use & Handling of Hydrofluoric Acid (OSHCHM02) 	Individuals working with hydrofluoric acid.
		Safe Use & Handling of Pyrophoric Chemicals (OSHCHM03) 	Individuals working with pyrophoric chemicals.
Recommended	Who should attend		
		Semi-Quantitative Risk Assessment (OSHCHM04) 	Individuals appointed to conduct Semi-Quantitative Risk Assessment (SQRA).
		Chemical Spill Response (OSHCHM05) 	Individuals who have been appointed to perform chemical spill response.

# Respiratory protection



Compulsory	Who should attend
Respiratory Protection Programme Training for first-time users (OSHGEN04) 	The NUS Respiratory Protection Programme training aims to educate all NUS staff and students who are required to wear respirators in the course of their teaching and research work on the correct use of respirators.
Respiratory Protection Programme Training for returning users (refresher) (OSHGEN05) 	This Respiratory Protection Programme training is for returning users - all NUS staff and students to refresh their knowledge on the usage of respirators in the course of their teaching and research work one year after attending the NUS Respiratory Protection Programme (RPP) - First Time User.

# Can I just throw or pour?



**Environmental Public Health  
(Toxic Industrial Waste)  
Regulations**

**Sewerage and Drainage  
(Trade Effluent)  
Regulations**



# Environmental Public Health (Toxic Industrial Waste) Regulations

**Licensed  
Collector**

**TIW  
Register**

**e-Tracking**



# e-Tracking

The **electronic** consignment  
note system



**Submit** 

**Submit** 



**TIW Generator**

**Submit** 



**TIW  
Transporter/Collector**

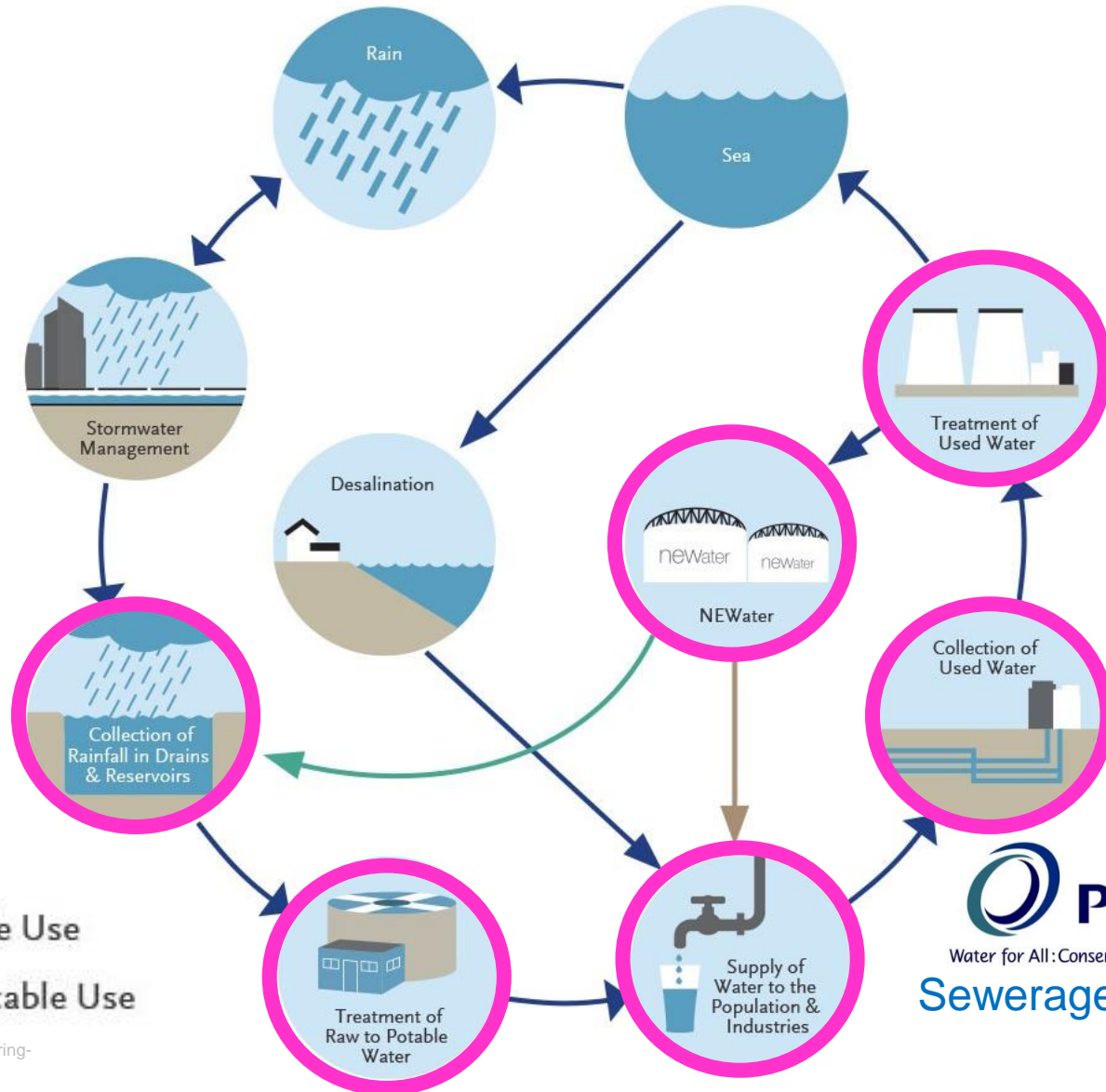


# Sewerage and Drainage (Trade Effluent) Regulations

Discharge limits to public sewer



# How will this impact YOU?



**DO NOT POUR DOWN THE SINK!**



→ Indirect Potable Use  
 → Direct Non-Potable Use

<https://www.nccs.gov.sg/nccs-2012/preparing-singapore-areas-of-work-in-progress.html>

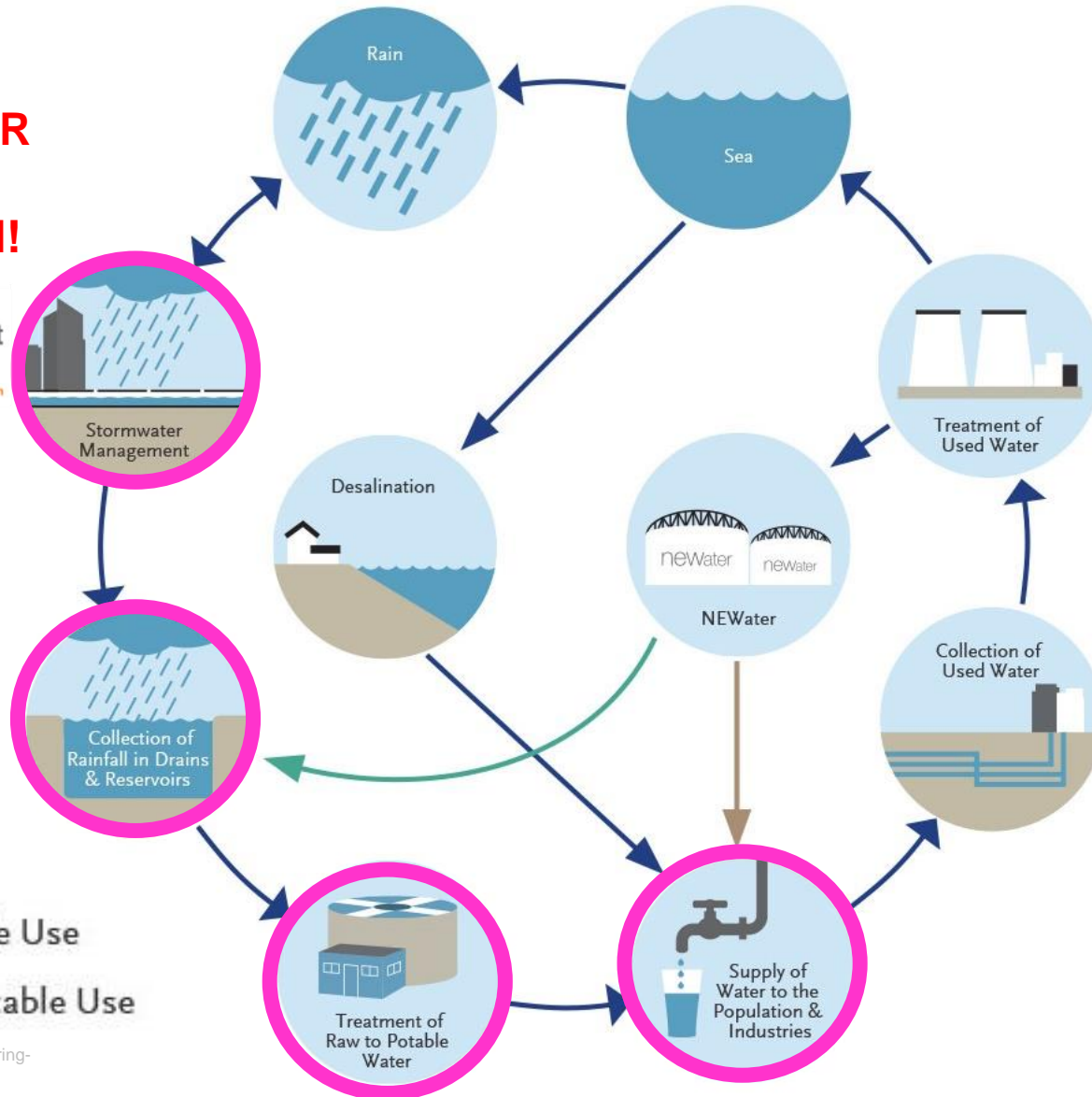
# How will this impact YOU?

Office of Safety, Health  
and Environment

**DO NOT POUR  
DOWN THE  
OPEN DRAIN!**



Open Drain  
System



# Play a Part in Protecting our Portable Water Source!

[waystodealwithwater.com.sg/and/blog.php](http://waystodealwithwater.com.sg/and/blog.php)



# Radiation Protection Act



**Radiation Protection  
(Ionising Radiation)  
Regulations**



**Radiation Protection  
(Non-Ionising Radiation)  
Regulations**

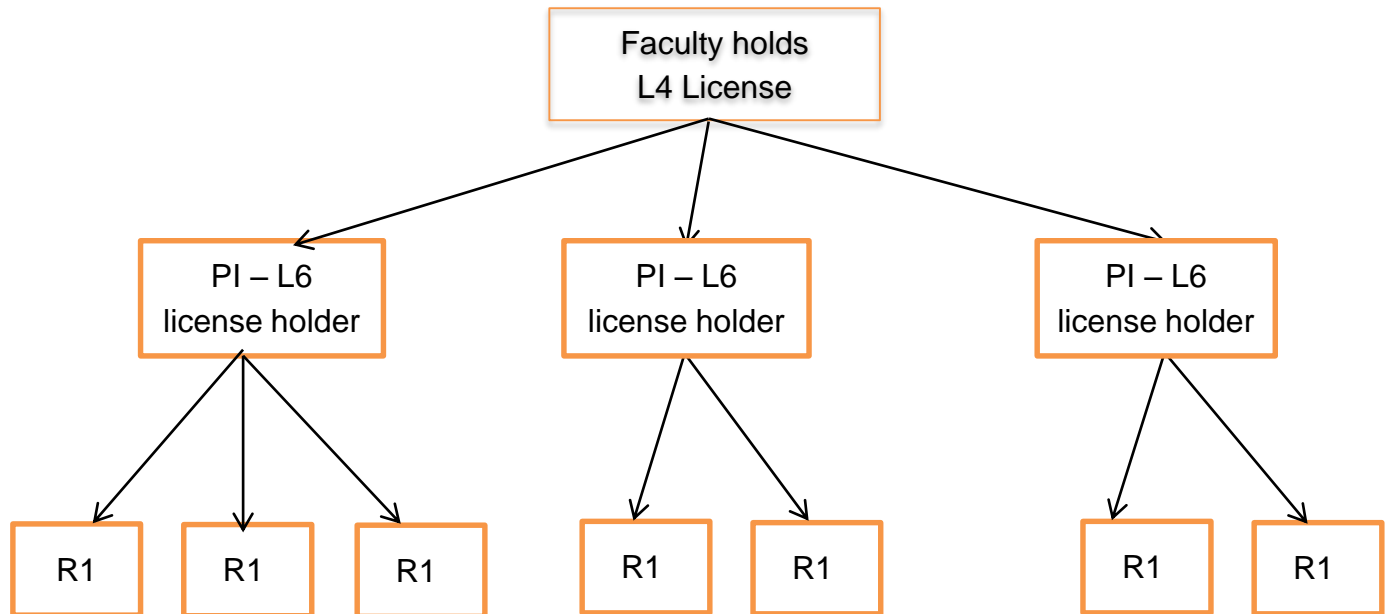


# Licence – Ionising Radiation (Radioactive Materials) Eg. H-3, C-14, S-35

Possession License

Use License

Worker License



# Licence – Ionising Radiation (Radiation Machines)

## Eg. X-ray machine, gamma irradiator

Owner or Operator has an L5 license and all equipments owned/operated by the person are listed in this license

**Owner/Operator/In-charge–  
L5 license holder**

**EQUIPMENT 1  
L3 License**

**EQUIPMENT 2  
L3 License**

**EQUIPMENT 3  
L3 License**

**R1**

**R1**

**R1**

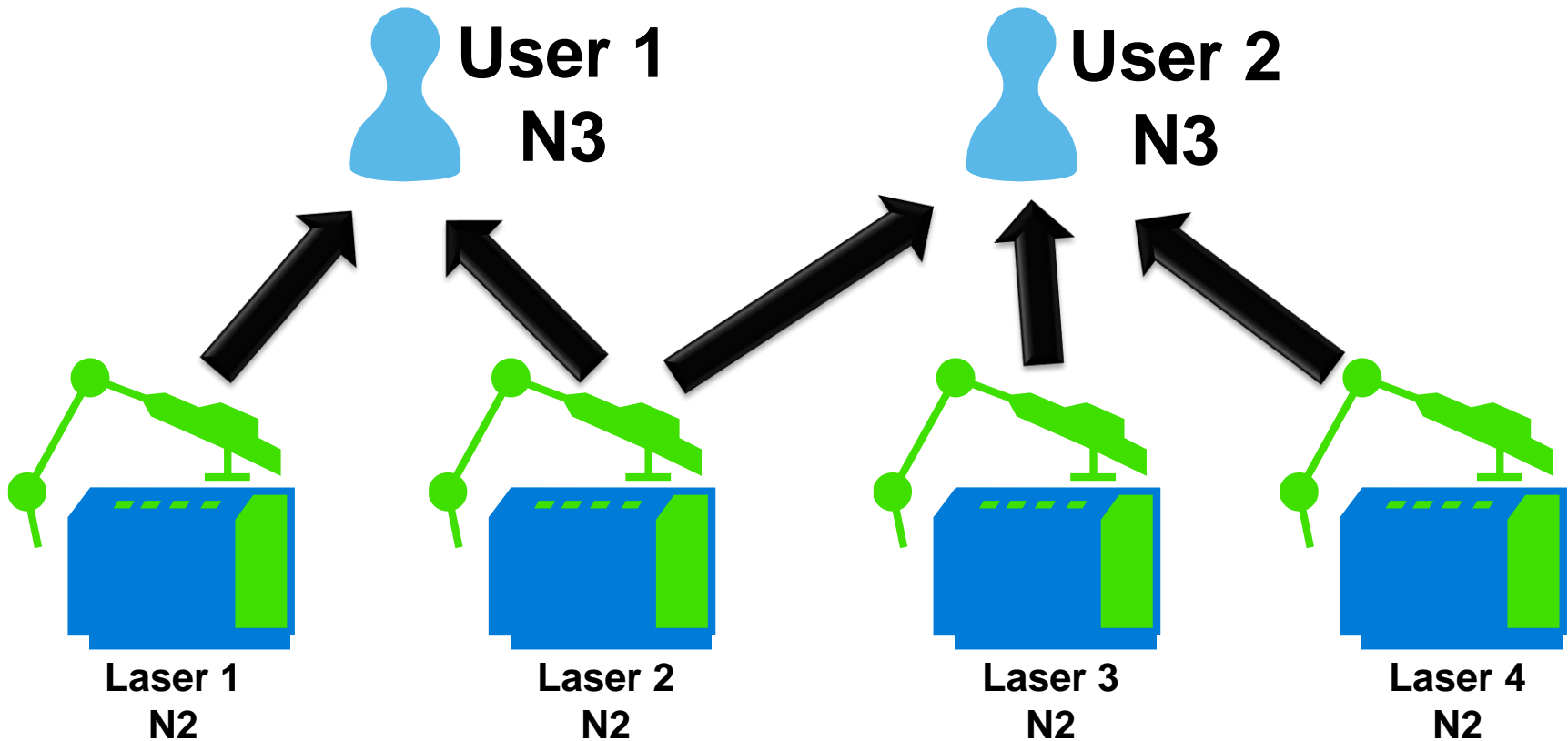
Each equipment has its own L3 license

Radiation Workers have R1 license to use the equipment

# Licence – Non-Ionising Radiation

Eg. Class 3B/4 lasers, Sonicators  $\geq 50W$ , MRI





The N3 laser user licence shall indicate all the N2 laser equipment licence that the user use!



**\*N3 is only applicable for Class 3B/4 laser users**

# IVLE training Requirments

## Radiation

Compulsory	Who should attend	Compulsory	Who should attend
Radiation Safety (Ionizing) (OSHRAD01) 	Individuals performing activities involving use of ionizing radiation.  <u>Refresher training requirement:</u> Individuals are required to retake this module after two years.	Basic MRI Safety Training (OSHRAD05) 	Individuals who will be accessing a MRI controlled area but NOT operating MRI machines/scanners.
Laser Safety Training (OSHRAD02) 	Individuals performing activities involving use of Class 3b or Class 4 lasers.  <u>Refresher training requirement:</u> Individuals are required to retake this module after two years.	MRI Safety Training for Operators (OSHRAD06) 	Individuals who will be accessing MRI controlled areas AND operating MRI machines/scanners.

