



Tripartite Alliance for
Workplace Safety and Health

Total Workplace Safety and Health (WSH) Services for WSH2028

15 October 2019

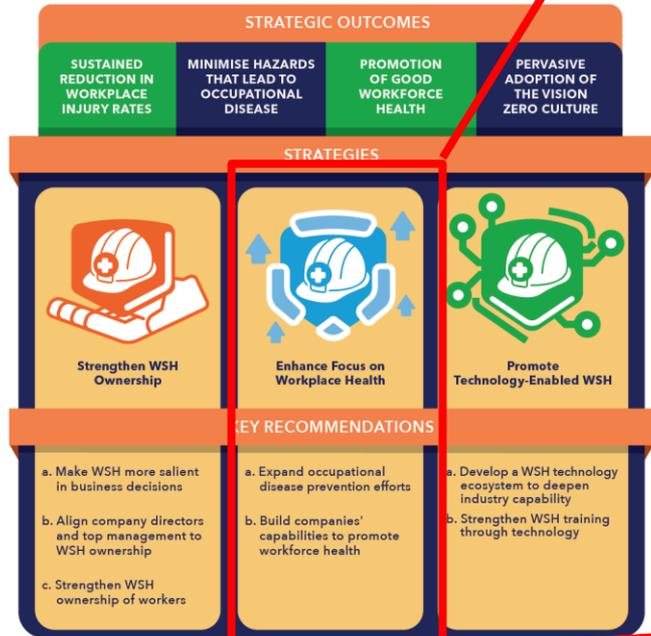
Associate Professor Chia Sin Eng

Senior Consultant
Total WSH & RTW
Workplace Safety & Health Council

Associate Professor
Saw Swee Hock School of Public Health
Joint Associate Professor
Yong Loo Lin School of Medicine
National University of Singapore



Workforce health a key pillar of the WSH 2028 strategies



Enhance Focus on Workplace Health

A healthy workforce is the outcome of a safe workplace. Conversely, a healthy workforce is also a contributor to safety. This encompasses both the prevention of ODs and the promotion of workforce health.



Build Companies' Capabilities to Promote Workforce Health

- Develop guidelines on job adaptations that employers can take to support workers in managing their chronic diseases.
- **Increase companies' access to Total WSH Services.**
- Upskill WSH professionals in workforce health.
- Raise awareness of measures to promote workers' mental health.



Total WSH Programme

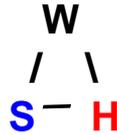
- Framework
- Process Review of A-I-ME
- Total WSH Services & Service Providers

RTW

- What is
- How to be involved

Framework for Total WSH Programme

- Total WSH **Approach**



- Total WSH **Services**
 - **Process Review (A-I-ME)**
 - **Protection** and **Promotion**

Total WSH Approach

Looking at
work, safety and
health together



so as to achieve
workers' well-being

Framework for Total WSH Programme

- Total WSH *Approach*



- Total WSH **Services**
 - **Process Review (A-I-ME)**
 - *Protection and Promotion*

Process Review A-I-ME

Assessment

~1-2 months

Intervention

~10-11 months (including Monitoring & Evaluation)

Monitoring & Evaluation

1. Identify top risks & recommend practical interventions

Company level



WSH Questionnaire

Safety and HR officers fill in 1 set for the whole company



Walk-through Assessment

Worker level



Anonymous Basic Health Survey

Survey open to all staff

2. Implement interventions

Examples



Recommendation of WSH improvements



Health Screening (Pre and Post)



Health Coaching Sessions



Ergonomics Assessment & Intervention Sessions



Broad-based Health Promotion Activities

3. Monitor and evaluate the effectiveness of programme

Examples



Impact on MC days & healthcare costs



Impact on productivity



Return on Investment

Award of Total WSH Service Providers

- Tender to conduct Total WSH Programme (A-I-ME) was given to 4 Service Providers

ESIS®

Health care
service provider



Health care
service provider

Safety and Health

WF ACADEMY

Health care
service provider

ST Healthcare



How to be involved as Total WSH Service Providers?

- **Partner with WSHC designated SPs to offer the health part and how it could integrate with safety**

How to be involved as Total WSH Service Providers



ESIS[®]

Health care
service provider



QUALITYSAFE
CONSULTANTS
Your Quality Our Profession | Your Safety Our Priority

Health care
service
provider



WACADEMY

Health care
service provider



ST Healthcare



How to be involved as Total WSH Service Providers?

- Partner with WSHC designated SPs to offer the health part and how it could integrate with safety
- **Offer a Total WSH services**

Framework for Total WSH Programme

- Total WSH *Approach*



- Total WSH **Services**
 - *Process Review (A-I-ME)*
 - **Protection** and **Promotion**

Total WSH Services

PROTECTION

PROMOTION

Work

Hazard

- Walk through Workplace Assessment
- Industrial Hygiene Assessment
- And more..

Control

- Risk Evaluation & Control
- Safety Management System
- Emergency Response Plan
- Permit-to-Work System
- Management of Hazardous Chemical Programme (MHCP)
- Hearing Conservation Programme
- Human Factors Management
- Work Redesign & more...

Health/ Illness

- Pre-Employment Examination
- Occupational Disease Examination
- Fitness-To-Work
- Return-To-Work
- Management of occupational and work-related diseases
- Assessment of work injury claims

Early Detection and Management

Early Detection

- Health Screening

Targeted interventions

- Chronic disease management
- Weight management
- Smoking cessation
- Others

Lifestyle Programmes

- Physical activity
- Nutrition
- Communicable Disease

Process Review: A-I-ME

Total WSH Services

PROTECTION

PROMOTION

Work

Hazard

- Walk through Workplace Assessment
- Industrial Hygiene Assessment
- And more..

Control

- Risk Evaluation & Control
- Safety Management System
- Emergency Response Plan
- Permit-to-Work System
- Management of Hazardous Chemical Programme (MHCP)
- Hearing Conservation Programme
- Human Factors Management
- Work Redesign & more...

Health/ Illness

- Pre-Employment Examination
- Occupational Disease Examination
- Fitness-To-Work
- Return-To-Work
- Management of occupational and work-related diseases
- Assessment of work injury claims

Early Detection and Management

Early Detection

- Health Screening

Targeted interventions

- Chronic disease management
- Weight management
- Smoking cessation
- Others

Lifestyle Programmes

- Physical activity
- Nutrition
- Communicable Disease

A worker was found to be diabetic during health screening.

Total WSH Services

PROTECTION

PROMOTION

Work

Hazard

- Walk through Workplace Assessment
- Industrial Hygiene Assessment
- And more..

Control

- Risk Evaluation & Control
- Safety Management System
- Emergency Response Plan
- Permit-to-Work System
- Management of Hazardous Chemical Programme (MHCP)
- Hearing Conservation Programme
- Human Factors Management
- Work Redesign & more...

Health/ Illness

- Pre-Employment Examination
- Occupational Disease Examination
- Fitness-To-Work
- **Return-To-Work (RTW)**
- Management of occupational and work-related diseases
- Assessment of work injury claims

Early Detection and Management

Early Detection

- Health Screening

Targeted interventions

- Chronic disease management
- Weight management
- Smoking cessation
- Others

Lifestyle Programmes

- Physical activity
- Nutrition
- Communicable Disease

Return To Work (RTW) Programme (Hospital based)

PHASE

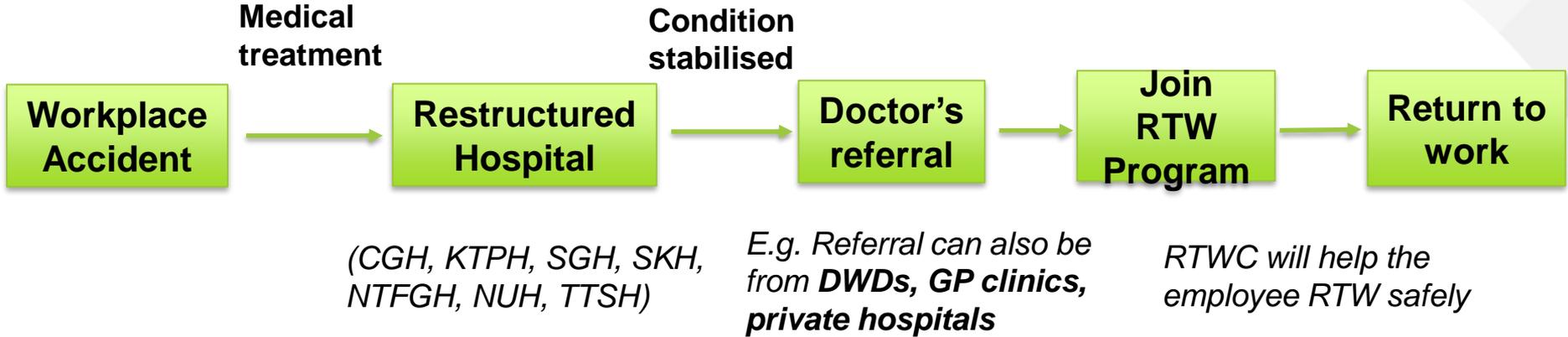
RTW JOURNEY

- 1 WORKER GETS INJURED**
Seek medical help at hospital
- 2 DOCTOR GIVES MEDICAL HELP AND ASSESSMENT**
Treat worker and recommend RTW if medically stabilised
- 3 RTW COORDINATOR EXAMINES THE CASE**
Understand worker's job duties, work environment and medical condition (from doctor)
- 4 RTW COORDINATOR WORKS WITH DOCTOR, EMPLOYER AND WORKER**
Develop personalised RTW plan
- 5 DISCHARGE FROM PROGRAMME**
Worker returns to work in a safe and sustainable manner



Note: The RTW Coordinators are staffs of the public hospitals (e.g. Physiotherapist, Occupational Therapist)
Website” www.wshc.sg/returntowork

How to join the Return-to-Work (RTW) Program



For more information, please visit www.wshc.sg/returntowork



Total WSH Programme

- Framework
- Process Review of A-I-ME
- Total WSH Services & Service Providers

RTW

- What is
- How to be involved



A ACTION
C CHANGES
T THINGS

Total WSH Programme

- Process Review of A-I-ME
- Total WSH Services with Service Providers

RTW

- Be involved if your hospital is in it.
- Refer workers to the clinic/hospital

A HEALTHIER WORKFORCE, IN A SAFE WORKPLACE

