OWLinks
A publication of Workplace Safety and Health Institute, Singapore

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SPOTLIGHT

World Congress on Risk 2015

The Society for Risk Analysis (SRA) organised the World Congress on Risk 2015 from 19 to 23 July 2015 at The Matrix @ Biopolis, Singapore. The theme of the 2015 World Congress is Risk Analysis for Sustainable Innovation, highlighting sessions that identify ways that risk analysis can assist private and public policy makers facing complex and uncertain challenges while maintaining innovation and development. Guest of Honour, Mr Hawazi Daipi, Senior Parliamentary Secretary for Education and Manpower also delivered the keynote speech at the event.

Click here for more

World Workplace Asia 2015 Conference

The International Facility Management Association (IFMA) organised the World Workplace Asia 2015 Conference and Exhibition from 3 to 5 August 2015 at the Marina Bay Sands, Singapore. WSH Institute's Senior Research Analyst Ms

WHAT'S TRENDING

Japan's population is so old that elderly workers are getting robot exoskeletons so they never have to retire

What do you do when all the young, capable airport staff disappear and no one can help you with your luggage?

More...

(Source: Business Insider)

Relevance: How can exoskeletons enhance Singapore's WSH landscape?

The Future of Construction – An Opening Sequence

The Tube forms the arteries of the city and its success lies in its reliability. But I wonder how commuters in London would feel if the reliability of the Tube trains were placed entirely in the hands of a machine.

More...

(Source: Sourceable)

Relevance: What is the future of construction in Singapore?

Azrina Azim delivered a presentation on Cultivating and Nurturing the Workplace Safety and Health (WSH) Culture of Prevention for the Facilities Management Sector covering aspects on Vision Zero and its impact on facilities management.

Click here for more

RECOMMENDED READING FROM THE WSH INSTITUTE COLLECTION*
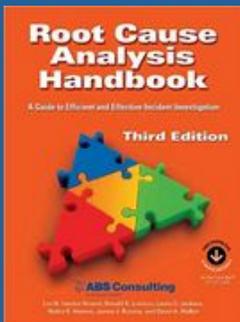
TITLE:
Root cause analysis handbook: a guide to efficient and effective incident investigation

AUTHOR:
ABS Consulting; Lee N. Vanden Heuvel et. al

AREA OF INTEREST:
Investigation and Critical Incident Technique

Please use your QR code scanner to access the recommended reading titles on Accident Investigation and Prevention

Click here to access WSH Institute's e-books collection.

* The WSH Institute Collection is a compilation of WSH-related resources accessible to the public through our collaboration with the National Library Board (NLB).

OWL HIGHLIGHTS

1 Organizational safety climate and supervisor safety enforcement: Multilevel explorations of the causes of accident underreporting

Date of publication: April 2015
**Source:** Journal of Applied Psychology

Research suggests that the number of non-fatal workplace injuries and illnesses in the United States are significantly underestimated. Around 60 to 80% of all reportable injuries were not captured in national databases due to employee and organisational-level underreporting. This study aims to investigate if organisational safety climate and transactional supervisor safety leadership are significantly related to unreported employee accidents. Data was obtained from 1,238 employees across 33 organisations representing various industry sectors such as manufacturing, construction and health care. The findings

from the study reveals that (i) employees in organisations with more positive safety climates had fewer unreported accidents; (ii) greater supervisor enforcement was significantly related to fewer unreported accidents; and (iii) the relationship between supervisor enforcement and unreported accidents was significantly attenuated by the organisation's safety climate. The results highlighted the importance of developing good leader-employee relationships in which employee trust their supervisors and feel comfortable to report unsafe conditions or safety incidents without fear of repercussions. Such effort to improve the overall safety climate is shown to be more effective than relying on greater enforcement by individual supervisors.

2 Leading indicators for workplace health and safety: A user guide
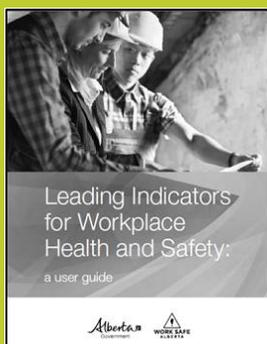
Date of publication: 2015
Source: Government of Alberta

This user guide looks at the purpose, strengths and challenges of leading indicators; and how organisations can select, use and benefit from them. Conventionally, organisations make use of lagging indicators such as number of employee hours lost to work-related injury or illness, number of incident reports and financial cost of workers' claims to measure the end results of their occupational health and safety (OHS) processes, policies and procedures. While these indicators identify trends in past performances, they fail to present the "full picture" and often do not clearly identify areas for improvement in OHS management. Adopting the use of leading indicators has the potential in assisting organisations achieve continuous improvements in OHS as the indicators place focus on the future of health and safety. To be effective, management needs to actively promote the use of leading indicators and the link between what the leading indicator measure and the desired outcome should be clear.

3 Integrating health and safety in the workplace: How closely aligning health and safety strategies can yield measurable benefits

Date of publication: May 2015
Source: Journal of Occupational & Environmental Medicine

Safety and wellness at the workplace have progressed in tandem over many decades, but continue to operate in silos. There is an increasing awareness that aligning and integrating these two strategies can have a better positive impact in the overall workplace health and productivity. This paper explores the factors that can help create a more favourable environment for advancing the principles of health and safety integration in the U.S. It proposes a new approach called Integrated Health and Safety (IHS) that comprises a 5-point framework and a new measurement tool for integration, modelled after Dow Jones Sustainability Index (DJSI). The IHS Index is a universal standard for health and safety reporting. This index covers three dimensions: the economic, environmental and social dimensions. Metrics are included for each dimension and companies are expected to fulfil the requirements of the wide range of categories in each dimension. The roadmap outlined for integrating health and safety programmes aims to better align organisational silos and establish sustainable integration of health and safety teams.

4   Managing safety in small and medium enterprises

Date of publication: 2015
Source: Safety Science

Growing evidence has shown that SME workers are more susceptible to hazardous environments. They tend to suffer more work-related injuries and illnesses and have higher levels of underreporting as compared to those working in large businesses. The OHS management and outcomes in SMEs are generally poor due to low levels of management and training skills, lack of resources, perceived burden of compliance with regulations and codes, poor relationship with regulatory agencies, cost of using OHS consultants, and difficulties in implementing and understanding good safety practices. While safety intervention models developed for larger companies are ineffective for SMEs, this has been addressed through the design and development of models and preventive approaches that are tailored for SMEs. These include: (i) using different types of checklists; (ii) implementation of simplified OHS management systems; (iii) training and educational interventions; and (iv) health promotion and behavioural interventions; amongst others. This article also discusses a conceptual model for increasing the acceptable working environment standards for SMEs. The model comprises three instrument pillars to encourage firms to pursue the standards: (i) inspection to enhance compliance; (ii) recognition of the standard by the stakeholders in the industry sector; and (iii) dissemination of information to small enterprises.

To read more, click here.

Other Useful Resources

• **Health and safety in the workplace: An introduction for employees** *(British Safety Council)*
• **Relationship between long working hours and suicidal thoughts: Nationwide data from the 4th and 5th Korean National Health and Nutrition Examination Survey** *(PLOS One)*
• **Exploring the relationship between employer recordkeeping and underreporting in the BLS survey of occupational injuries and illness** *(American Journal of Industrial Medicine)*

*OWLinks is brought to you by **Workplace Safety and Health Institute, Singapore**. OWLinks enables leaders and professionals to keep abreast of the latest WSH development and trends from around the world.*

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Mission: Enhancing WSH through knowledge, innovations and solutions.

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An Initiative of

The Observatory for WSH Landscape (OWL) is a function of Workplace Safety and Health Institute. OWL aims to observe, analyse and communicate changes in the workforce, workplace and working life to researchers, policy makers and industries in Singapore and Asia.