



HEAT STRESS MANAGEMENT

MOM has reviewed the Heat Stress measures for outdoor works in September. It emphasizes the importance of acclimatization, hydration, rest, and close monitoring of workers to avoid heat-related illnesses. Here are some of the updated guidelines:

> Acclimatization

Gradually increase workers' exposure to heat over at least 7 days, especially for those new to Singapore or returning from leave of more than a week.

> Hydration

Provision of cool/cold drinking water near work areas. Ensure workers to rehydrate regularly with 300ml every hour to maintain proper hydration.

> Rest & Shade

- Ensure workers get adequate rest under shade for recovery from heat.
- To provide rest area near working area.
- Provide a minimum of 10 minutes rest every hour when WBGT reaches 32°C and above especially during heavy physical work activity.
- Provide a minimum of 15 minutes rest every hour when WBGT reaches 33°C and above especially during heavy physical work activity.
- Provide longer rest periods as WBGT increases.



> Monitoring WBGT

Monitor WBGT every hour during work hours, especially during the hotter periods of the day.

> Rescheduling Work

Whenever possible, shift outdoor work to cooler parts of the day.

> Clothing

Workers should wear loose-fitting, light-colored clothing to minimize heat absorption.

> Worker Monitoring

WBGT below 33°C

- Identify vulnerable workers to heat stress and arrange redeployment when required.

WBGT reaches 33°C and above

- To redeploy vulnerable workers to non outdoor work.



> Emergency Preparedness

Ensure that emergency response plans are in place, with cold water, ice packs, and other cooling aids readily available.



Overall, the new guidelines introduce stricter measures, including mandatory WBGT monitoring in high-risk workplaces, more precise rest schedules based on WBGT levels, and a stronger emphasis on early detection of heat-related illnesses.

Please refer to MOM – heat stress measure for outdoor works for more details.

<https://www.mom.gov.sg/newsroom/press-releases/2024/0906-revised-framework-to-guide-employers-and-protect-outdoor-workers-against-heat-stress>

Zero-Accident Action Plan 2.0

ZAP 2.0 implemented by the Land Transport Authority (LTA) for its contractors aims to address safety issues at construction sites through several key initiatives. These initiatives focus on supervision, risk behaviour, safety competency, risk ownership and worker well-being. Some major points include:

1. To develop a comprehensive job description for supervisor and establish supervisor competency and assessments

- Management must ensure supervisors are assessed before appointment, identify competency gaps, and conduct safety leadership assessments.
- Management will develop and implement an enhanced competency framework to support the professional growth and development of newly appointed supervisors.

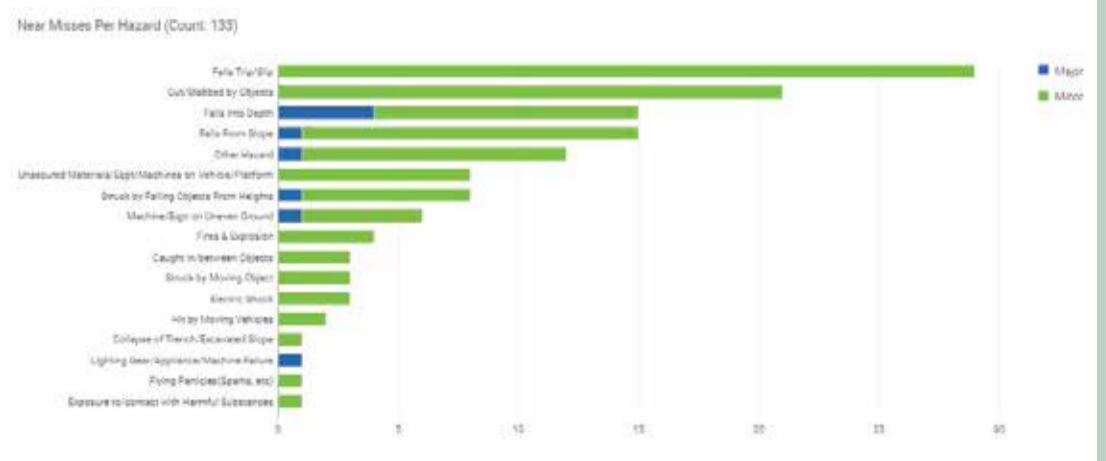
HSB's Implementation:

- Comprehensive job descriptions and competency assessments for supervisors.
- Supervisors and Safety Coordinators will facilitate a 'Take 5' meeting to inform workers of daily hazards, risk controls, and environmental factors.

2. Implementation of a communication platform between various parties (e.g. WhatsApp) for sharing SHE matters and good practices.

HSB's Implementation:

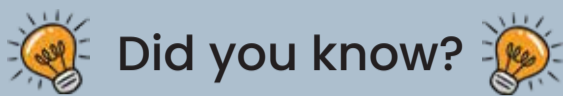
- Whatsapp
- Novade (Near Miss Reporting)
- Safety Shoutout in HSB App (feedback)



Promoting near miss reporting and analysis during mass toolbox meetings

3. To implement a reward and penalty/improvement system

HSB's Implementation:



All HSB staff can check their performance banding through the HSB app.

- Safety violations will result in demerit points and point deductions.
- Merit points will be awarded as recognition for positive actions.

Reward Point Balance
55 Points

Performance Banding
24 - Good

Disciplinary Type	Definition	Categories & Points	Remarks
Merit	Recognition of positive contributions /actions	i. Org/Project/Dept level recognition (+2 points) ii. Client level recognition (+8 points) iii. National level recognition (+16 points)	
Demerit	Administered due to involvement to infringement	i. Minor Infringement (-2 points) ii. Verbal Warning (-2 points) iii. Major Infringement (-5 points)	Warning letter will be given if total point falls below "Warning Letter Threshold" during deduction
Formal Warning	Administered for serious infringement or persistent "Demerit" leading to point crossing the "Warning Letter Threshold"	i. 1st Warning - Drop to 19 points ii. 2nd Warning - Drop to 14 points iii. 3rd Warning - Drop to 9 points iv. 4th Warning - Drop to 4 points v. 5th Warning - Drop to 0 points	Regardless of the current points that an individual have, his/her points will drop to the "Warning Letter Point Threshold" based on the count of the Warning Letter being served

Penalty and reward program on sites

4. Management shall implement an open reporting system (e.g. QR code) for workers to report any safety non-compliances and any other matters.

HSB's Implementation:

- Open reporting systems for safety violations.



The HSB mobile application provides a **secure and anonymous** reporting system for workers to submit non-compliance incidents quickly and easily

5. The management team to conduct quarterly dialogue sessions with the workforce and 6 monthly SHE dialogues with subcontractors' senior management.

- Conduct bi-monthly top management WSHE Meeting with project team and Subcontractor.



6. Focus on worker's health and mental well-being:

- Providing real-time WBGT monitoring system with alerts



7. To implement a "New Worker Safety Management Program" on site.

- To enhance the new worker program to cater for different categories of workers (e.g. New, new trade and break in service)
- Management to implement probation with buddy system (the buddy and the new worker should speak the same language)

HSB's Implementation:



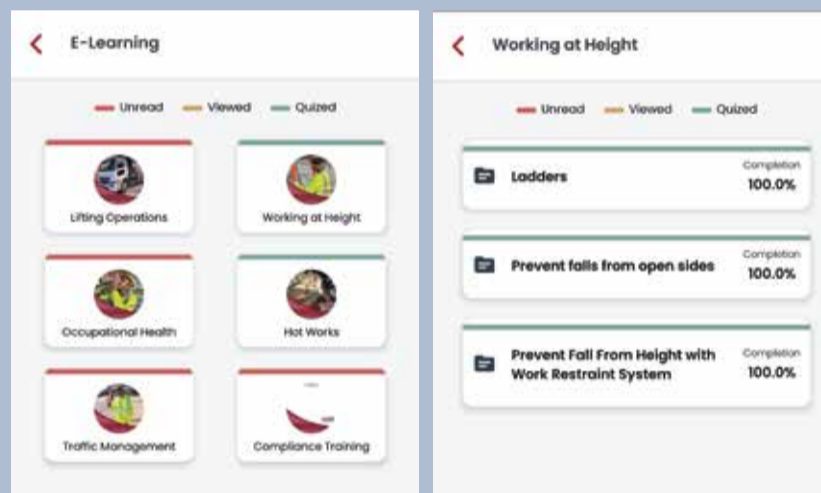
Implementation of New Worker Safety Management Program: 3-6 month evaluation for inexperienced workers, issuing blue vests, with no solo work or high-risk task

8. Management to develop WSH training facilities and topical WSH Training materials: HSB's Implementation:

- All HSB project site has WSHE training facilities.



- To enhance employee safety, WSH training materials are now available on the HSB mobile app.



HSB is committed to LTA ZAP 2.0 by ensuring a proactive approach to risk management, training, communication, and worker well-being, striving for a zero-accident workplace.

PLAY AND WIN

1. What is the minimum amount of cool water workers should drink per hour?
2. At what WBGT level should heavy physical work provide at least 15-minute rest breaks each hour?
3. What is the primary goal of ZAP 2.0 implemented by the Land Transport Authority (LTA)?

T&C: Be the first 3 to answer the questions correctly!

ISSUE #65 WINNERS



1. Chee Wan Ting
2. Hannah Toh
3. Lee Jin Kiat

Your prizes will be sent to your specific site

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