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UPDATES IN REGULATIONS FOR WORKPLACE SAFETY AND HEALTH (“WSH”)

The Multi-Agency Workplace Safety and Health Taskforce announced that two significant measures will be implemented from 1 June 2024.

a. Increase in Maximum Fines for Safety Breaches

The maximum fine for the first conviction of offences which are a major cause of serious harm (i.e. death, serious bodily injury, or dangerous occurrence) is now S\$50,000.

The maximum fine for the first conviction of offences which are not a major cause but contribute to serious harm is S\$20,000, and the maximum fine for the first conviction of less serious offences that are procedural or administrative in nature is S\$10,000 and below.

The increase in the maximum fines aims to strengthen ownership and accountability of WSH.

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b. Mandatory Installation of Video Surveillance System (“VSS”) at Certain Construction Sites

VSS is a network of cameras, monitors or display units, and recorders.

All construction sites with a contract sum of S\$5 million and above will be required to install VSS at worksite locations where high-risk work activities are conducted. Further details may be found in the WSH Guide on Video Surveillance System published by the WSH Council.

By enabling remote monitoring and video capture, this aims to deter unsafe workplace behaviours, provide valuable training resources for companies, and offer insights for investigations of safety incidents.

CLARIFICATION ON THE TRIPARTITE GUIDELINES ON FLEXIBLE WORK ARRANGEMENT REQUESTS (“TG-FWAR”)

In an oral response to parliamentary questions regarding the TG-FWAR, the Ministry of Manpower (“MOM”) clarified that flexible work arrangements (“FWAs”) do not equate to work from home only, and can include flexi-time and flexi-load arrangements.

The MOM emphasised the importance of employees and employers discussing arrangements that address their respective needs and constraints, and highlighted the resources which the Tripartite Alliance for Fair Employment Practices (“TAFEP”) and the Institute for Human Resource Professionals (“IHRP”) will be rolling out this year, such as self-help resources which can already be found on the TAFEP’s website and monthly briefings for all employers beginning from May. The TAFEP will also provide more guidance to help employers understand the types of FWAs they can offer to employees with different needs, such as senior employees who may prefer flexi-load, or mobility-challenged workers who may need telecommuting arrangements. Employers may also tap on grants such as the Productivity Solutions Grant to offset the costs of adopting FWAs, such as for consultancy services to redesign jobs or business processes and upgrade their IT systems to support FWAs.

ABOUT GATEWAY LAW CORPORATION:

Gateway Law is an Asia-Pacific regional full service legal practice with strengths in the areas of intellectual property, franchising, technology, media (and entertainment), telecommunications, data protection and cybersecurity as well as employment and immigration. In addition to our niche areas, Gateway also provides services in the general areas of litigation and dispute resolution, corporate and commercial law, real estate conveyancing and advisory, medical and family law.

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