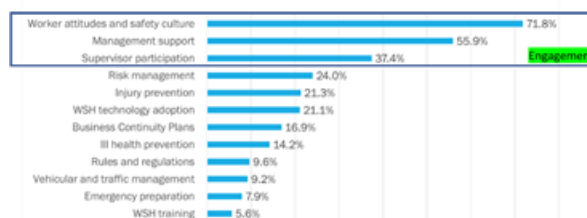


Singapore Institution of Safety Officers (SISO) conducted a survey of WSH Community in Singapore from 27 Sep through to 31 Oct 2022. The aim is to gather inputs to identify challenges and skillsets needed to be more effective to achieve WSH Vision Zero. A total 521 valid survey entries were analysed. Two Focus Group Discussion (FGD) were held with nine WSH professionals to review the results. The following six topics were identified for follow-up actions based on the analysis:

- Topic #1 – Performing WSH Tasks
- Topic #2 – Performing WSH Training
- Topic #3 – Effect of Reporting Structure
- Topic #4 – Effect of Engagement with Management
- Topic #5 – Important Critical Core Skills
- Topic #6 – Important Technical Skills and Competencies



Top 3 **obstacles and/or challenges** WSH professionals are facing to achieve Vision Zero

Recommendations

1) WSH Personnel

- to understand organisation management strategies, and seek alignment to gain support.
- to involve in WSH training curriculum design, delivery, and assessment.
- to continue to engage various stakeholders in timely and suitable use of SWO.
- to have frequent engagement with top management to better in executing their WSH duties.
- to learn and gain knowledge and skills in critical core skills.

2) Organisation Management

- to review resources and structure for WSH management, including top management in WSH.
- to establish organisation policy and guidelines empowering employees and WSH personnel.
- to establish regular engagement for WSH personnel in WSH decision-making process.
- to provide micro-training for employees to keep WSH knowledge and skills up to date.

3) Singapore Institution of Safety Officers (SISO)

- to establish/formalise mentoring programme for WSH personnel.
- to conduct and publish training needs analysis, for WSH personnel.
- to identify, create, publish and/or facilitate on-line micro-training opportunities.

4) WSH Training Providers

- to provide more training courses on critical core skills.

5) MOM Occupational Safety and Health Division (OSHD)

- Continual Professional Development (CPD) framework should encourage WSHOs to take up more critical core skills training courses.

Closing Remarks

The SISO Workgroup likes to express sincere appreciations to all that have contributed valuable time and effort in the survey, data analysis, focus group discussion, and support in many other ways. This is the first large scale survey of WSH Community in Singapore, in our knowledge. We hope the various stakeholders in the WSH Community will review the respective sets of recommendations and adopt for their respective strategic planning and developmental work going forward in support WSH Vision Zero.

Report Prepared By: WSH Community Professional Development Survey Workgroup (2022)