Implementation of Total Workplace Safety & Health (TWSH) at National University of Singapore

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1. What is TWSH?
2. NUS TWSH Framework
3. NUS TWSH Committee
4. NUS TWSH Initiatives
5. NUS TWSH Roadmap in 2016
1. What is TWSH?

Mindset Shift

Working safely from 9 to 5 → Working safely & healthily for a lifetime

WSH Paradigm

- Work → Health (Occupational Disease)

A Safe and Healthy Workplace is one that protects workers from accidents and occupational diseases

TOTAL WSH Paradigm

- Health ↔ Work (holistic)

“A Safe and Healthy Workplace is one where workers and managers collaborate to use a continual improvement process to protect and promote the health, safety and wellbeing of all workers and the sustainability of the workplace” (WHO)

- Risk Management looks mainly at the work process and work environment

- Risk management must include the individual worker health
Why NUS needs it?

Some Benefits of TWSH

- Socially responsible Employer
- Optimize Manpower
- Reduce Insurance Claims and Premiums
- Reduce Workplace incident rates, occupational diseases, etc

Personal Lifestyles affecting work
Rising Medical Costs
Aging Employees

TWSH to Tip the Scales

A safe workplace
Happier and healthier employees
More productive workforce
Lower Healthcare costs

Office of Safety, Health & Environment

2nd ACSEL
2. NUS TWSH Framework

1. Top Mgt Commitment

2. Establish multi-disciplinary Team

3. Perform Gap Analysis

4. Establish TWSH System & Intervention Programmes

5. Monitor and Review
3. NUS TWSH Committee

Saw Swee Hock School of Public Health (SSHSPH) providing TWSH expertise

ODPA = Office of the Deputy President (Admin)
OSHE = Office of Safety, Health & Environment
OHR = Office of Human Resources
OCA = Office of Campus Amenities
UHC = University Health Centre

Mr Joe Mullinix
Deputy President (Admin)
Advisor

Mr Saravanon Gunaratnam
Chairperson

Office of Safety, Health & Environment
4. NUS TWSH Initiatives

1. Health Screening
2. Wellness Programme
3. Fitness / Physical Activities
4. Social Activities
5. Healthy Nutrition

ODPA

UHC

NUS TWSH Committee

OSHE

OCA

OHR

1. Worker Health Mgt Questionnaire (WHMQ)
2. Office of Facilities Mgt (OFM) Pilot TWSH

1. Healthier Dining Programme
4. NUS TWSH Initiatives

1. Health Screening
2. Wellness Programme
3. Fitness / Physical Activities
4. Social Activities
5. Healthy Nutrition

a. Annual Health Screening
   *Objective: To empower staff with the knowledge of their personal health and to encourage them to take responsibility of their health & well-being.
   *Basic screening package is free for staff.

b. Mammogram Screening
   * Objective: To facilitate screening for breast cancer in the effort to promote early detection and treatment.
   * Mammobus at UHC
4. NUS TWSH Initiatives

1. Health Screening
2. Wellness Programmes
3. Fitness / Physical Activities
4. Social Activities
5. Healthy Nutrition

- Cholesterol Management Programme
- Wellness Conference
- Mental Health First Aid
- Chronic Disease Self Management Programme
- Healthy Cooking Workshop
- Wellness Programmes
- Lunch Time Health Talks
- Influenza
- Advances in LASIK
- Menopause
- Ovarian & Womb cancer

Office of Safety, Health & Environment 2nd ACSEL
1. Health Screening
2. Wellness Programmes
3. Fitness / Physical Activities
4. Social Activities
5. Healthy Nutrition

- Run Training Programme
- Fitness Assessment (Health Activity Tracker)
- Public Service STAR Games (PSIG)
- Inter-Tertiary Institutes Staff Games (ITIS)
- Staff Sports Teams
- Active Exercise Classes
- Active Day
- Basketball
- Captain’s Ball
- Ultimate Frisbee
- Abs Butts Thighs
- Zumba
- Yogalates
- Bellydance
- Tone & Stretch
4. NUS TWSH Initiatives

1. Health Screening
2. Wellness Programmes
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Social Activities
- Overseas Trip: Batam
- Family Day
- Educational visit: Universal Studios, Tropical Marine Science Institute
- Cycling Hunt: East Coast Park
- Universal Studios

Office of Safety, Health & Environment
2nd ACSEL
4. NUS TWSH Initiatives

1. Health Screening
2. Wellness Programmes
3. Fitness / Physical Activities
4. Social Activities
5. Healthy Nutrition

- Fruits Distribution Day
- Supermarket Tour
4. NUS TWSH Initiatives

Healthier Dining Programme

- Phase 1 launched on 10 February 2015 at The Deck, The Terrace and Flavours@UTown
- Official launch of Healthier Dining Programme in NUS in August 2015
- Phase 2 launched on 1 Dec 2015 at the remaining 2 canteens, 1 foodcourt and 10 restaurants/café
- Posters, directories and standees have been put at these canteens and food court

The Healthier Dining Programme is in NUS!

Enjoy your favourite food in campus, now with lesser calories and cooked with ingredients such as whole grains and healthier oil. One healthier meal a day goes a long way to keep you in the pink of health!

Why wait? Start today!

What’s New:
- ≤500kcal meals (Certified by HPB)
- Healthier Oil
- Brown Rice
- Other Healthier Ingredients

Available at:
- The Deck
- The Terrace
- Flavours @ UTown

Office of Safety, Health & Environment

2nd ACSEL
4. NUS TWSH Initiatives

<table>
<thead>
<tr>
<th>No. of meals sold in 2015</th>
<th>10 Feb - 18 Feb*</th>
<th>23 Feb – 6 Mar</th>
<th>9 Mar – 20 Mar</th>
<th>23 Mar – 5 Apr</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Deck</td>
<td>2347</td>
<td>2973</td>
<td>2376</td>
<td>3264</td>
</tr>
<tr>
<td>The Terrace</td>
<td>1898</td>
<td>3142</td>
<td>2081</td>
<td>1654</td>
</tr>
<tr>
<td>Flavours@UTown</td>
<td>3533</td>
<td>5621</td>
<td>6553</td>
<td>5976</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>7,778</strong></td>
<td><strong>11,736</strong></td>
<td><strong>11,010</strong></td>
<td><strong>10,894</strong></td>
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*CNY on 19 and 20 Feb

**Feedback**

- Have received a lot of positive feedback since launched of the programme
- Average of 20,000 healthier meals sold every month at the 33 stalls (30 healthier meals per day per stall)
- Have also received feedback that the publicity posters are very well-designed and eye catchy
- There are also a group of students (FASS and Yale NUS) who are keen to work with us to publicise more about this programme
- Vendors have noted a slight increase in sales for Healthier after launch i.e. Vietnamese, Chicken Rice, Claypot, Vegetarian, Nasi Padang
- Will be rolling out more activities and events (with help of NUSSU and the student group) to enhance the awareness of this programme
4. NUS TWSH Initiatives

Healthier Dining Programme

- Culinary Training for the vendors to educate them on the requirements
- Loyalty Card

- Collaborating with SSHSPH on production of healthier dining video to educate NUS community on the importance of healthy dining
4. NUS TWSH Initiatives

1. Worker Health Mgt Questionnaire (WHMQ)
2. OFM Pilot TWSH

- Medical evaluation for new hires
- Better understand baseline health status of our staff
- Early identification of individuals at risk of work-related issues
- Recommend appropriate workplace health management
Asian categories for BMI classification:
- Underweight <18.5, Normal (low risk) 18.5-22.9
- Overweight (moderate risk) 23.0-27.4
- Obese (high risk) ≥27.5
WHMQ: Distribution by Workplace Type

Workplace Type

- Office: 139
- Lab: 54
- Physical Labour: 7
- Field Work: 3
- Work with machineries: 36
- Security: 7
- Others: 2
4. NUS TWSH Initiatives

1. Worker Health Mgt Questionnaire (WHMQ)
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**Phase 1**
- Review WSH capabilities & gap
- Assessments and Recommendations

**Phase 2**
- Intervention where necessary. Evaluation at 1, 3 and 6 months interval

**Phase 3**
- Outcome & Final Report

- Basic Health Survey (BHS): self-administered
- Workplace Safety & Health Questionnaire (WSHQ): filled by HR & safety personnel
- WSH360 (5 stakeholder groups: Snr Mgt, HR, Safety & Health Officer, Supervisor and Worker)
- Workplace Assessments
OFM TWSH Pilot: Phase 1

- 6 July: First TWSH pilot meeting between SSHSPH, OFM and OSHE
- 3-4 Aug: Data collection via Basic Health Survey (BHS)
- 11 Aug to 21 Aug: Data entry
OFM TWSH Pilot: Phase 1

• 13 Aug: Workplace Visits
• Early Sept: WSH360 interview
• 18 to 20 Oct: Presentation of findings to OFM
<table>
<thead>
<tr>
<th>Topics</th>
<th>Recommendations</th>
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<tbody>
<tr>
<td><strong>OHS Management System</strong></td>
<td>1. Improve routine reporting for safety, health and wellbeing, specifically encourage reporting of near misses and dangerous occurrences.</td>
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<td></td>
<td>2. Integrate goals, programmes and processes for general health and wellbeing into the OHS Management e.g. participation rates in health promotion programmes or vaccination rates.</td>
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<tr>
<td><strong>Ergonomics</strong></td>
<td>1. Raise the issue of neck and shoulder pain in employee meetings to find out what exactly is perceived as the cause in their work.</td>
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<td><strong>Workplace Safety</strong></td>
<td>1. Designate certain work areas as ‘hard hat’ areas requiring the use of safety helmets to prevent head injuries.</td>
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<td>2. Ensure that employees go out in appropriate working boots with anti-slip soles to prevent slips, trips and falls.</td>
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<td><strong>Staff Nutrition</strong></td>
<td>1. Educate staff through educational talks given by nutritionist and physiotherapist.</td>
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<td>2. Introduce healthier options in the office beverage dispenser, e.g. reducing the amount of sweetened drinks in dispensers and /or the amount of sugar in the beverages.</td>
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5. NUS TWSH Roadmap in 2016

- **TWSH Workplaces**
  - Pilot sites, interventions, evaluations

- **TWSH Employees**
  - Ergonomics training,
    Farmer’s market,
    Beverage study, Annual
    Health Screening

- **TWSH Campus**
  - Healthier eateries,
    bicycles rental

**OFM, FOD, OCS, NUSMedicine**

**WHMQ, SMS@NUS, Wellness @ NUS App**

**Design for Safety, Walk NUS, Healthier Dining Programme, Non-Smoking Campus**
TWSH attempts to integrate health promotion and disease prevention with accident prevention in order to ensure a safer, healthier and more productive workforce.

Thank You