



## Issue 49 (August 2016)

### SPOTLIGHT

#### Total Workplace Safety & Health (Total WSH) - A Case Study of NatSteel Holdings Pte Ltd



Find out how senior management of Natsteel Holdings Pte Ltd successfully used the Total Workplace Safety and Health (Total WSH<sup>TM</sup>) approach, by forming a multi-disciplinary team, systematically identifying priority programmes and involving workers from all levels throughout the process.

Read how they succeeded in creating a culture of care by focusing on the safety and health of their workers. Read the full report [here](#). A full listing of WSH Institute's other research reports can be found [here](#).

#### Solutioning Session on Work-related Traffic Accidents (WRTAs) Involving Heavy Vehicles

### WHAT'S TRENDING

#### **4 megatrends transforming the construction industry**



(Source: Green Biz)

Construction is clearly at a crossroads. More inclusion, better governance and smarter energy usage are all pillars of sustainable development in general, regardless of industry. Therefore, it should not be a surprise that these issues are also some of the same trends we're seeing unfold in the construction sector, along with other fields such as food. The convergence of emerging technologies and urgent political policies soon likely will provide the spark that this space needs.

[More...](#)

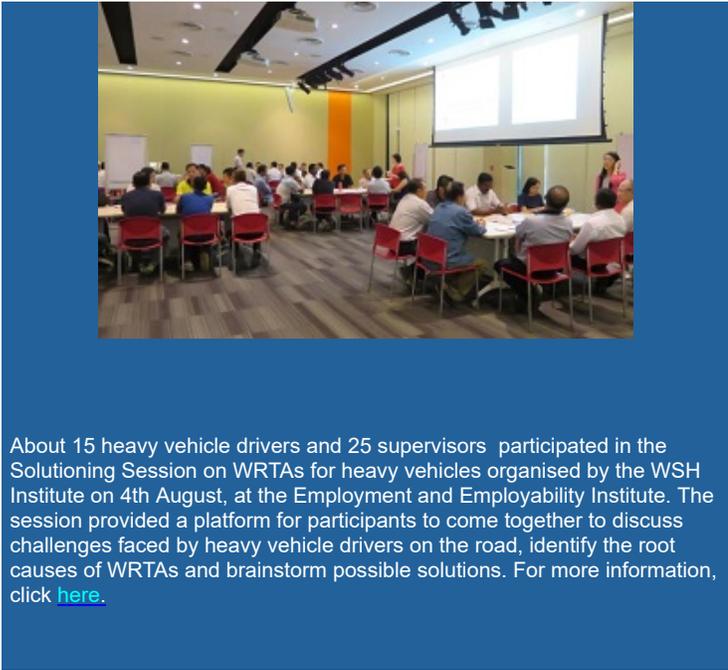
**Relevance: Sustainable development is touted as the new global concern. How will this affect Singapore's construction industry and its current WSH practices?**

#### **How The Internet Of Things Is Changing Work**



(Source: Fast Company)

The Internet of Things (IoT) is an exciting concept, a future where "billions of things are talking to each other," as technology consulting company SAP describes it. We've seen gadgets and domestic appliances connect to the Internet and ping your smartphone with info, but it's becoming more clear that these toys are a prelude to a vastly connected world.



[More...](#)

**Relevance:** *Could analysing patterns of activities (movement style, crowd density, etc) be our next leap towards creating safer work environments?*

About 15 heavy vehicle drivers and 25 supervisors participated in the Solutioning Session on WRTAs for heavy vehicles organised by the WSH Institute on 4th August, at the Employment and Employability Institute. The session provided a platform for participants to come together to discuss challenges faced by heavy vehicle drivers on the road, identify the root causes of WRTAs and brainstorm possible solutions. For more information, click [here](#).

## RECOMMENDED READING FROM THE WSH INSTITUTE COLLECTION\*



**TITLE:**  
Occupational safety, health, and wellness

**AUTHOR:**  
Fred Stowell

**AREA OF INTEREST:**  
Risks of a high-hazard occupation, Cultural change in the fire service, Behavioral-based safety, Health and fitness program requirements, Training safety



Please use your QR code scanner to access the recommended reading titles on [Total WSH](#)

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 Stress and worker safety

**Date of publication:** June 2016

**Source:** Safety + Health

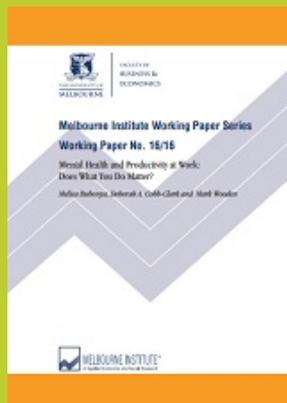
Stress can have negative effects at the workplace, particularly when workers turn to drugs, alcohol or medication to deal with their stress. Consequently, these substances may lead to a loss of focus at work, thereby increasing the risk of workplace accidents.



This paper outlined over a dozen warning signs of job stress, including low morale, anxiety or irritability, and workplace violence. The article also lists a number of work factors and organisational practices as potential job stressors, such as excessive workload, favouritism at the workplace, and low pay and benefits. Supervisors can help to reduce stress by fostering positive, communicative relationships with their workers. Workers should also be reminded that help is available and that their safety is paramount.

To read more, click [here](#)

## 2 Mental health and productivity at work: Does what you do matter?



**Date of publication:** 2016

**Source:** Melbourne Institute Working Paper Series

An estimated 1 in 5 working-age adults suffer a mental health problem, making mental illness pervasive and costly. As most individuals with mental health issues are employed, much of the cost of mental illness occurs because workers with poor mental health are simply less productive. Thus, there is an urgent need to identify ways where policies and practices can be redesigned to support the inclusion and productivity of the mentally ill.

This study examines the relationship between mental health and two alternative measures of workplace productivity: absenteeism and presenteeism (i.e. diminished performance at work), in addition to looking at how employers can manage productivity more effectively in the face of employee health issues. It finds that absent rates are about 5% higher among workers who report being in poor mental health. Interestingly, the nature of the work environment (job security, job stress) tends to affect presenteeism for workers with good rather than poor mental health. Conversely, absenteeism is more sensitive to job control for workers with poor mental health.

The report suggests implementing initiatives to limit and help workers manage job stress as it seems to be the most promising avenue for improving the productivity of workers irrespective of their mental health state or gender.

To read more, click [here](#)

# 3 Intervention to reduce sedentary behaviour and increase physical activity during productive work: A systematic review

**Date of publication:** 2016

**Source:** Scandinavian Journal of Work, Environment & Health

The lack of physical activity (PA) and sedentary behaviour (SB) poses health risks such as Type II diabetes, cardiovascular diseases, obesity, depression, and cancer. To tackle these issues, workplaces have put in place interventions to decrease SB and/or increase PA. Employees are encouraged to be physically active during lunch or other work breaks, or to commute in physically active ways through health promotion programmes. However, these initiatives are often not intended to be practiced during productive work.

This review seeks to explore initiatives that can be implemented and practiced as part of productive work to change workers' behaviour. The paper identifies 40 studies that describes 41 interventions organised into 3 categories: alternative workstations, interventions promoting stair use, and personalised behavioural interventions. It finds evidence that alternative workstations may have positive effects on reducing workers' SB without negatively impacting work performance. Companies are recommended to consider introducing such workstations as well as individual coaching of employees and educating managers.

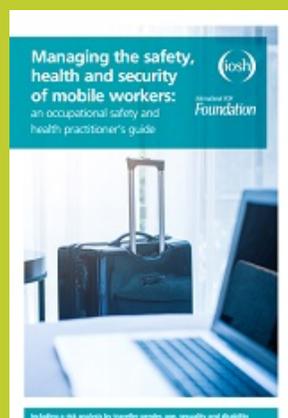


To read more, click [here](#)

# 4 Managing the safety, health and security of mobile workers: an occupational safety and health practitioner's guide

**Date of publication:** 2016

**Source:** IOSH



International travel for business is on the increase, with the demand for global mobility growing as new markets and offshore operations develop. Many organisations are finding it challenging to manage the travel safety, health and security of workers and others who travel on business or are stationed at facilities in high-risk areas. Travel health and the associated risk management are complex and ever-evolving topics, encompassing medical, legal, security, business continuity, financial, and reputational considerations.

This publication is aimed at occupational safety and health (OSH) professionals and others who are involved in managing the safety, health, and security of workers involved in travel and assignments. It provides background and guidance to enable them to understand the nature of travel, the steps to take to control travel-related risks, and the need for a structure to manage emergencies, taking into account evolving travellers' personal and business needs.

To read more, click [here](#)

## Other Useful Resources

- The impact of arts activity on nursing staff well-being: An intervention in the workplace (*International Journal of Environmental Research and Public Health*)
- Work-related cancer in the European Union: Size, impact and options for future prevention (*National Institute for Public Health and the Environment*)
- Workplace stressors & health outcomes: health policy for the workplace (*Behavioural science and policy association*)
- Leading indicators of occupational health and safety: An employee and workplace level validation study (*Safety Science*)

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**Mission:** Enhancing WSH through knowledge, innovations and solutions.

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