



اوتوري تي كبحسان كسلامتن
كصيحتن. دان عالم سكيتر
Safety, Health and Environment
National Authority

WORKPLACE SAFETY AND HEALTH COMPLIANCE AND PERFORMANCE REPORT 2022



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National Authority

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1. EXECUTIVE SUMMARY

The Workplace Safety and Health Compliance and Performance Report 2022 will be the inaugural issue of the annual publication by the Safety, Health and Environment National Authority (SHENA) in an effort to share consolidated national data related to Workplace Safety and Health (WSH) compliance and performance in Brunei Darussalam to all relevant stakeholders.

This report compiles and analyses data from SHENA’s regulatory activities namely inspections and monitoring visits; statistics on workplace fatalities and injuries from SHENA’s Initial Incident Notifications (IIN) process and recorded data from Ministry of Health (MOH).

The table below summarises the key figures for each activity along with the main concerns and industry types:

	TOTAL NUMBER	MAIN OBSERVATIONS	TOP INDUSTRIES
REGULATORY INSPECTION	70	<ul style="list-style-type: none"> Hazard & Risk Management (28%) Emergency Response (25%) Safety Management System / Safety Case (14%) 	
MONITORING VISIT	108	<ul style="list-style-type: none"> Work at Height / Scaffolding (19%) Personal Protective Equipment (16%) Hazard & Risk Management (14%) 	
INITIAL INCIDENT NOTIFICATION	144	Reportable injuries involving: <ul style="list-style-type: none"> Work Equipment and Machinery (22.9%) Slip and trips (14.6%) Others (11.8%) 	Reports received from: <ul style="list-style-type: none"> Construction (34%) Oil & Gas/ Petrochemical (20%) Retail & Services (15%)
WORKPLACE INJURIES RECORDED BY MOH	164		<ul style="list-style-type: none"> Construction (40%) Wholesale And Retail Trade, Repair of Motor Vehicle and Motorcycles (16%) Accommodation and Food Services (8%)



A total of three (3) work related fatalities were recorded for 2022, bringing the adjusted fatality rate to 1.41 fatalities per 100,000 workers. Two (2) of the fatalities were caused by crushed by object while the other from electrocution leading to fall from height at a construction site.

The Ministry of Health recorded eight (8) occupational and work-related diseases with the most prevalent being noise induced hearing loss. However, none of these cases were reported to SHENA directly via the Initial Incident Notification mechanism.

Lack of administrative controls and safety documentation such as risk assessment, safety management system and emergency response plans are among the top non-compliances observed within industry. Work at height and the construction industry continue to be the main areas of concern for activity type and industry sector respectively, with a fatality case recorded and majority of injuries reported from construction sites.

In line with the current Business Plan SHENA will focus its activities on areas such as WSH Officer/ Co-ordinator, WSH Committee, Safety Management Systems and First Aid among others to address the prevalent issues. SHENA will also adopt a more aggressive approach in the socialisation of its developed guidance documentation and infographics as well as awareness raising activities through outreach programmes to further promote the WSH requirements by law and practical measures to better manage the safety and health of workers.

On a national level, SHENA in collaboration with relevant Government agencies is working towards establishing a National HSE Policy to support the nation's efforts in the ratification of International Labour Organisation conventions i.e., C155 and C187, reiterating the need for a whole nation approach in order to shift the safety culture and overall standard of workplace safety and health in Brunei Darussalam.

2. PURPOSE

In monitoring industry compliance to the Workplace Safety and Health Order, 2009 (WSHO, 2009) this document serves to provide any trend in the WSH performance based on analysed data and statistical information from various sources, in order to develop improvement plans and course of actions. For the purpose of this report, the data and information are obtained from registries and records from SHENA's Enforcement Division (EFD), Investigation & Response Division (IRD) and Compliance and International Affairs Division (CID), as well as data from the Ministry of Health (MOH) and Ministry of Finance and Economy (MOFE), specifically on areas pertaining to:

- i. Regulatory Inspection.
- ii. Monitoring Visit.
- iii. Initial Incident Notification (IIN).
- iv. Work Related Fatality.
- v. Workplace Accident Data from MOH.

Details of the background and methodology of data consolidation and analysis can be found in the Standard Operating Procedure – Monitoring and Analysis of Workplace Safety and Health Compliance and Performance (ref: SHENA/CID/SOP/3-210).



3. REGULATORY INSPECTIONS

For the whole of 2022, EFD conducted regulatory inspections of seventy (70) workplaces from various industries. Below is a summary of the category findings of concerns observed as a collective (**Figure 1**) as well as broken down to the types of industry (**Figure 2**) as per the Brunei Darussalam Standard Industrial Classification (BDSIC) 2011.

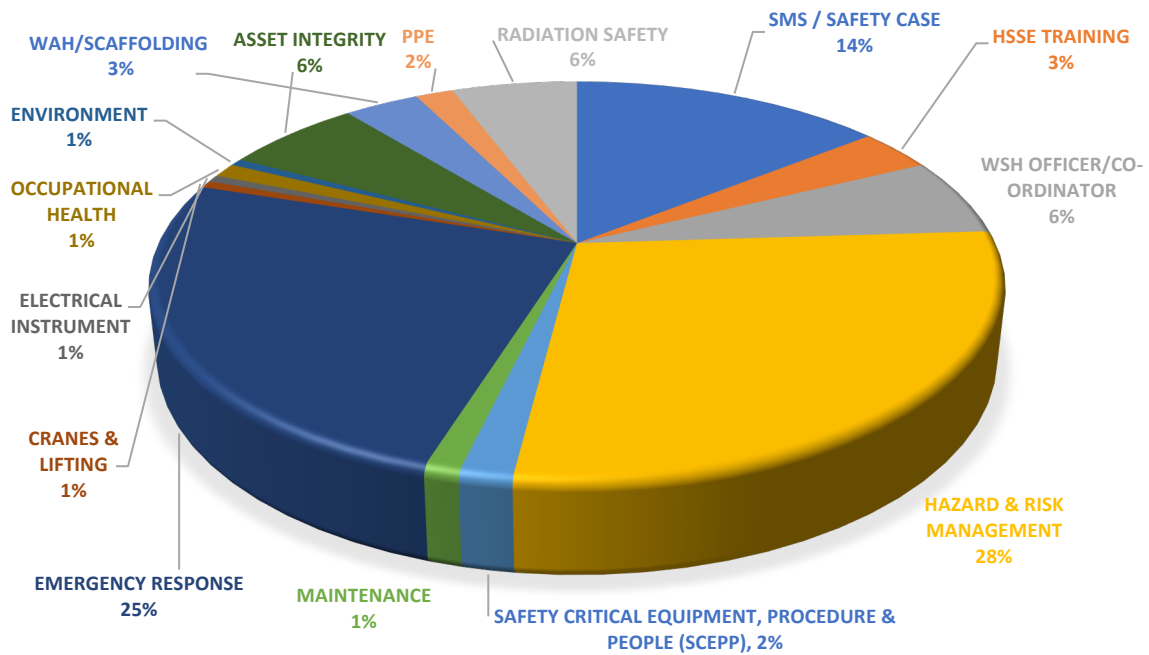


Figure 1: Category findings of concerns observed from regulatory inspections for 2022.

The top three concerns observed following the inspections are:

- i. Hazard & Risk Management – 28%
- ii. Emergency Response – 25%
- iii. Safety Management System/Safety Case – 14%

The findings highlight industries struggle with having the basic safety documentation to adequately identify hazards and manage risks, which may lead to insufficient safety controls in place and lack of effective emergency response plan, equipment and maintenance.

It is important to take note that the 6% non-compliance for WSH Officer/ Co-ordinator may not be representative of the whole data as only specific worksites are required to have WSH Officer/ Co-ordinator in place as per the requirements under the WSH (WSH Officer) Regulations, 2014 and the WSH (Construction) Regulations, 2014 respectively. This is further elaborated in the next subsection.

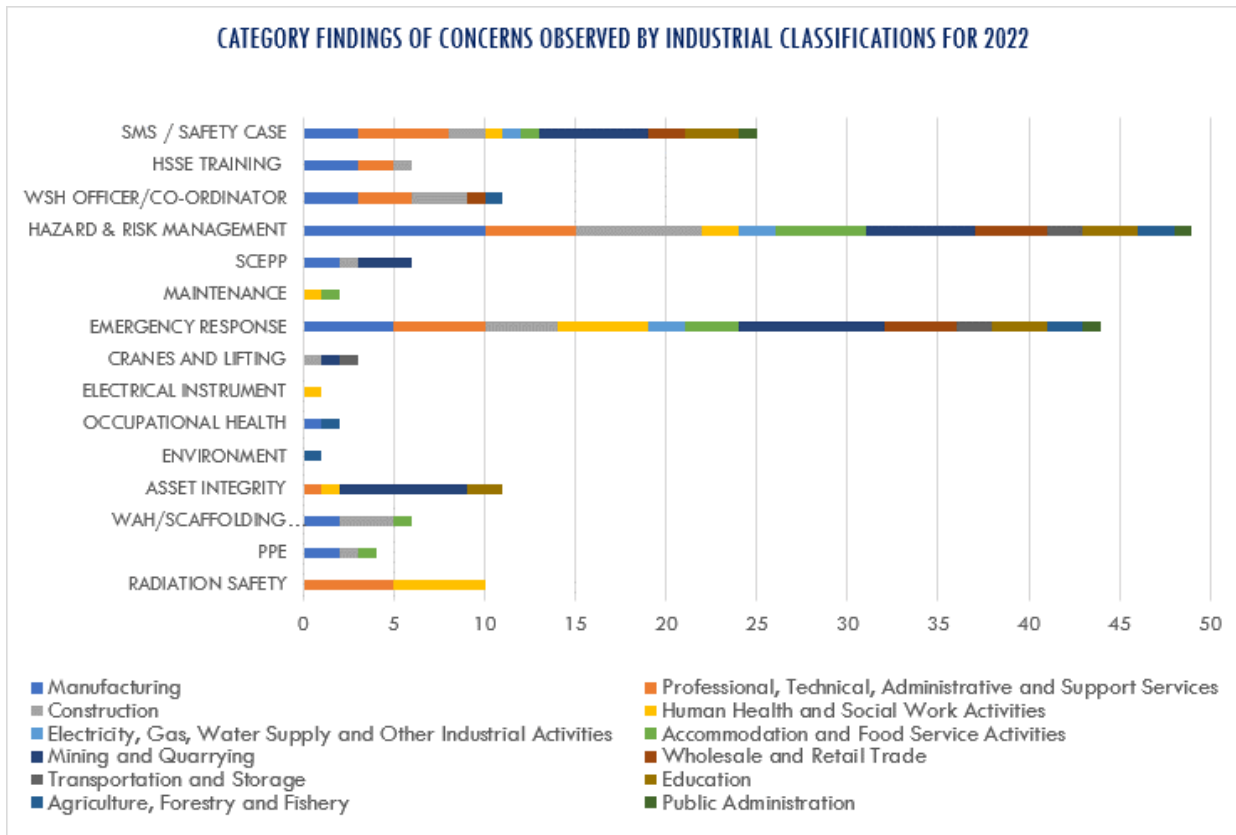


Figure 2: Category findings of concerns observed based on types of industrial classification in 2022.

3.1 WSH OFFICER / CO-ORDINATOR

Based on the WSH (WSH Officer) Regulations, 2014 and WSH (Construction) Regulations, 2014, the requirement for WSH Officer / Co-ordinator were applicable to thirty-two (32) sites inspected during the year. From these, only one (1) company was found in compliance and eleven (11) non-compliances i.e., no WSH Officer / Co-ordinator appointed or registered with SHENA, while the remaining were unverified. The pictorial breakdown of this is presented as **Figure 3**.

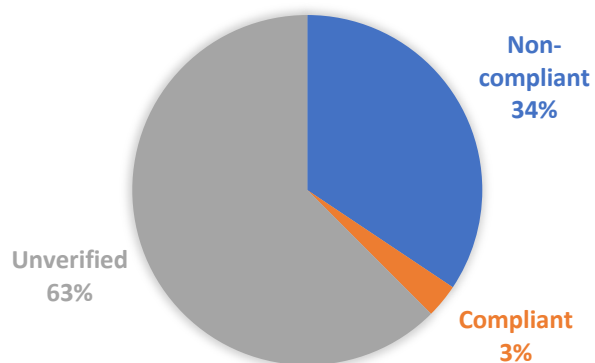


Figure 3: Breakdown of figures for WSH Officer / Co-ordinator findings.



Considering the large figure of unverified sites for WSH Officer / Co-ordinator appointment, SHENA EFD will improve the inspection methodology in future to ensure all sites legally mandated to have these legal appointments are checked for presence of WSH Officer / Co-ordinator.

The lack of compliance with WSH Officer / Co-ordinator requirements could be a key contributing factor for the lack safety management system and its effective implementation at the worksites, hence the need to increase WSH Officer / Co-ordinator appointments.

4. MONITORING VISIT

In 2022, one hundred and eight (108) monitoring visits were conducted by the SHENA EFD team across all four districts and spanning various industries. The category findings from the visits are summarised as below:

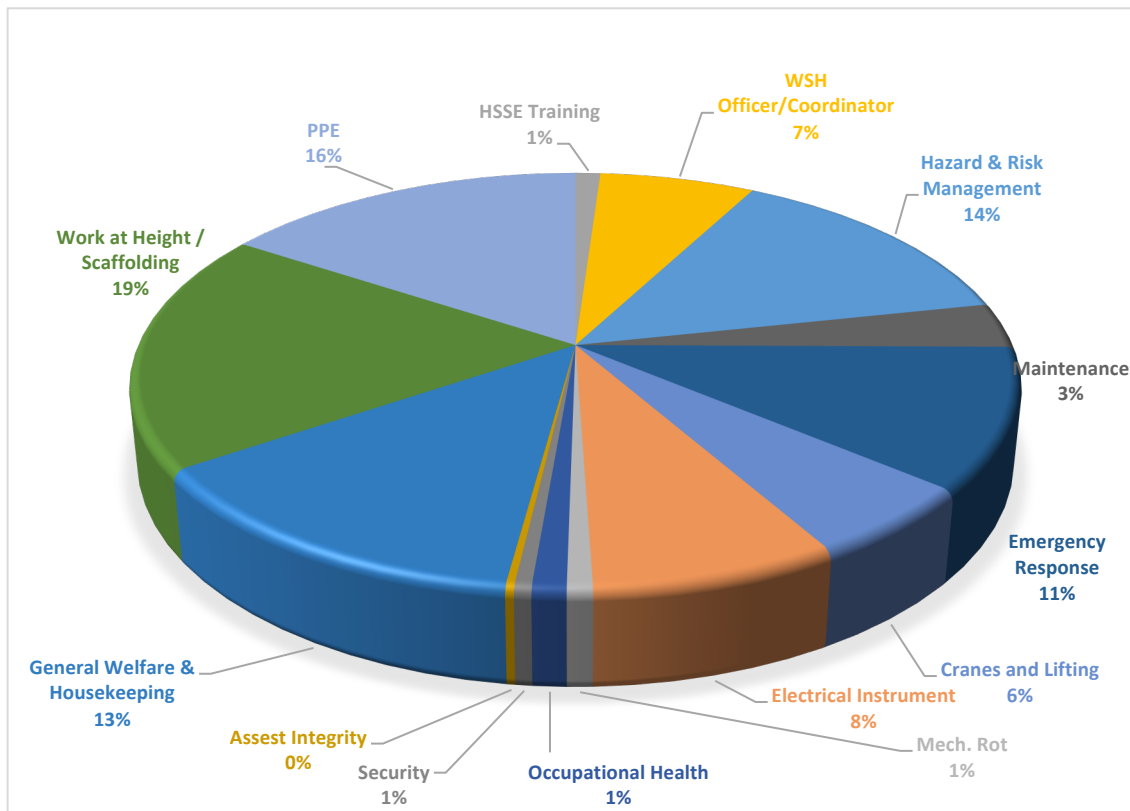


Figure 4. Category findings of concerns for monitoring visits in 2022.

The top three concerns observed during the monitoring visits are:

- i. Work at Height / Scaffolding – 19%
- ii. Personal Protective Equipment (PPE) – 16%
- iii. Hazard & Risk Management – 14%



Lack of PPE and proper controls while conducting work at height is a common observation especially in construction sites. This can lead to injuries and even worse fatality, which aligns with the findings made for Initial Incident Notification, workplace injuries and fatalities later in this report.

Quality of construction and materials used for scaffolding structures including the controls and assurances e.g., inspection, certification, and issuance of Scaff Tag, is a big concern nationwide especially among smaller construction companies.

5. INITIAL INCIDENT NOTIFICATION (IIN)

A total of one hundred and forty-four (144) IINs have been submitted for the year 2022, with the breakdown of cumulative incident types (**Figure 5**) and prevailing incident types by industry (**Figure 6**) displayed below. No IIN submissions were recorded for Occupational Diseases (despite Ministry of Health having recorded cases) and Major Accident Events.

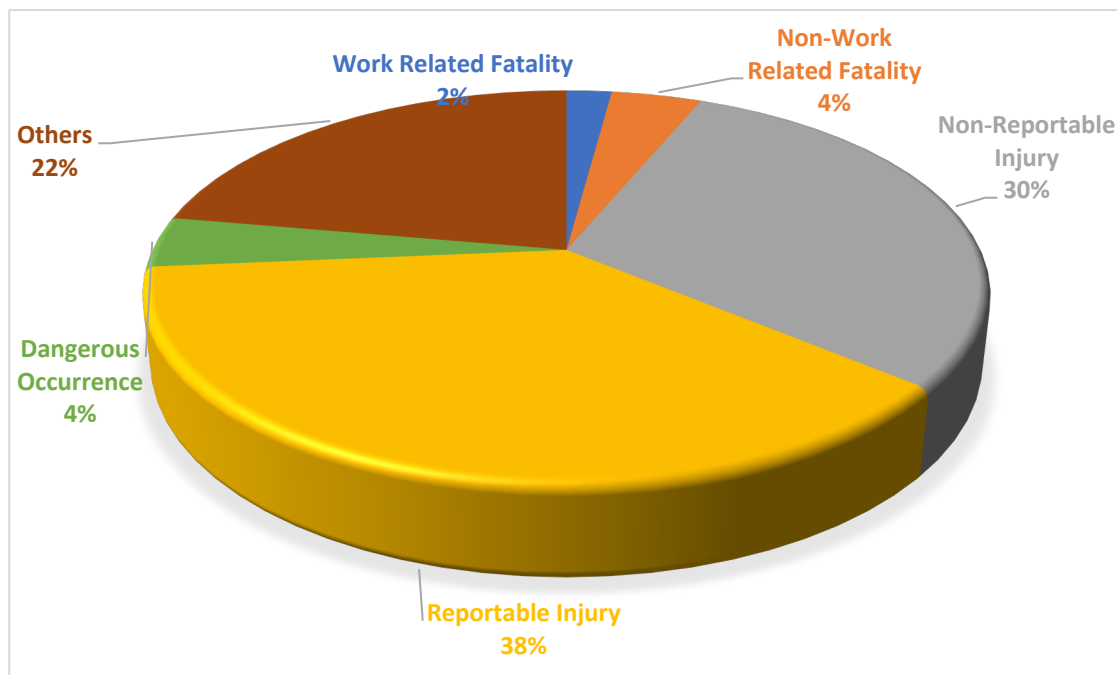


Figure 5. Breakdown of incident types of IIN received in 2022.

The large number of non-reportable injuries and ‘others’ category was due to companies sending in IIN even for incidents that are categorised as non-reportable as per the WSH (Incident Reporting) Regulations, 2014 since it is a requirement for compensation and insurance process by the Department of Labour. To address this matter, SHENA IRD will have further engagement with the Department of Labour and increase efforts to raise awareness of companies to clarify the requirement of incident reporting under the law.

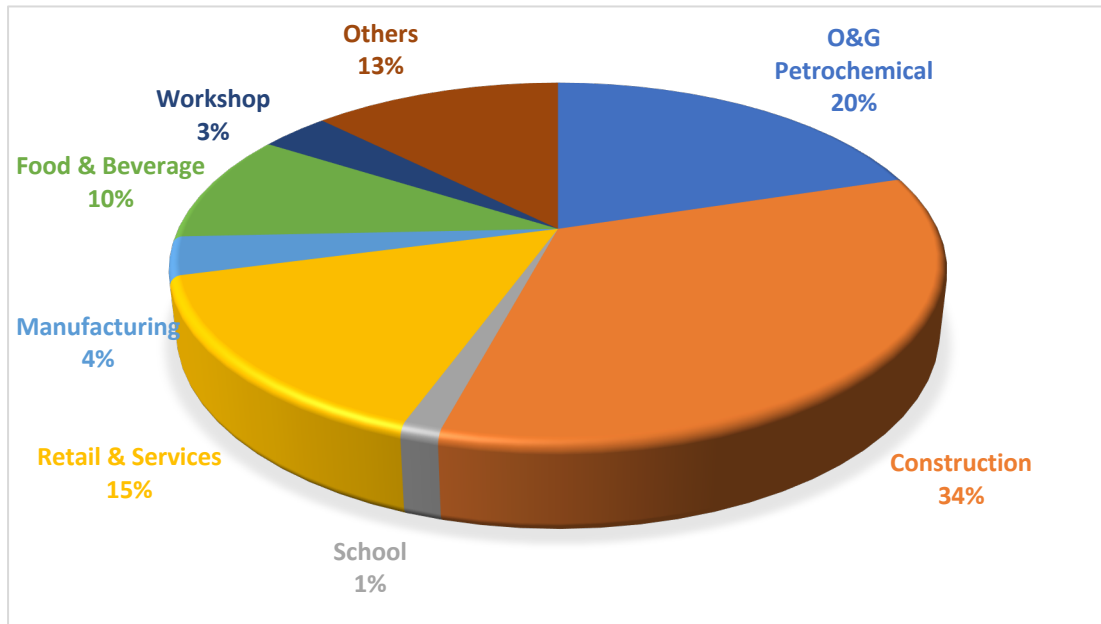


Figure 6. IIN received by types of industry in 2022.

The incidents are further classified according to the categories of hazard as per **Table 1**. The most common source of injuries as per the ranking below are:

- i) Work Equipment and Machinery (22.9%)
- ii) Slip and trips (14.6%)
- iii) Others (11.8%)

HAZARD CATEGORY	2022
Work Equipment and Machinery	33
Slips and Trips	21
Others	16
Working at Height	13
Manual Handling	11
Hazardous Substance	11
Fire	11
Work-Related Driving	10
Movement of People and Vehicles in the Workplace	7
Health, Welfare & Work Environment	5
Work-related Upper-Limb Disorders	2
Load Handling Equipment	2
Lone Working	2

Table 1. Number of incidents as categorised under IIN received in 2022.



From IIN received, the top causes of injuries were found to be from work equipment and machinery with almost a quarter of those contributed from the use of grinders, other notable equipment are bar bending machine, chainsaws/tree cutters, welding machine and griddle/hot plate from the Food Service activities. Slip and trip is the second contributing factors which aligns with SHENA’s monitoring visit observation of poor housekeeping at workplaces.

6. WORK RELATED FATALITIES

Despite a general downward trend over the recent years, the three (3) work-related fatalities recorded for the year 2022 continue to be a concern. Brief summaries of the workplace fatalities are shown in **Table 2** and an overview of fatalities from the years 2013 – 2022 with fatality rates are shown as **Figure 7** and **Figure 8** respectively.

INDUSTRY TYPE	SUMMARY DETAILS	FATALITY TYPE
Other Industry	A driver, was pinned by the steel frame cover and angle iron guard, under the dumper of a dumper truck, while conducting maintenance of the truck battery and sustained fatal injuries as a result	Crush by Object
Other Industry	A boatman cut a tree using a chainsaw during routine work activity on the jungle trail and was struck by the fallen tree. He sustained multiple bodily injuries which led to fatality.	Crush by Object
Construction	A construction worker believed to be doing welding works on scaffolding platform at a residential house was electrocuted and fell from height.	Electrocution & Fall from Height

Table 2. Summary description of fatalities recorded in 2022.



Figure 7. Work related fatalities recorded from 2013 – 2022.

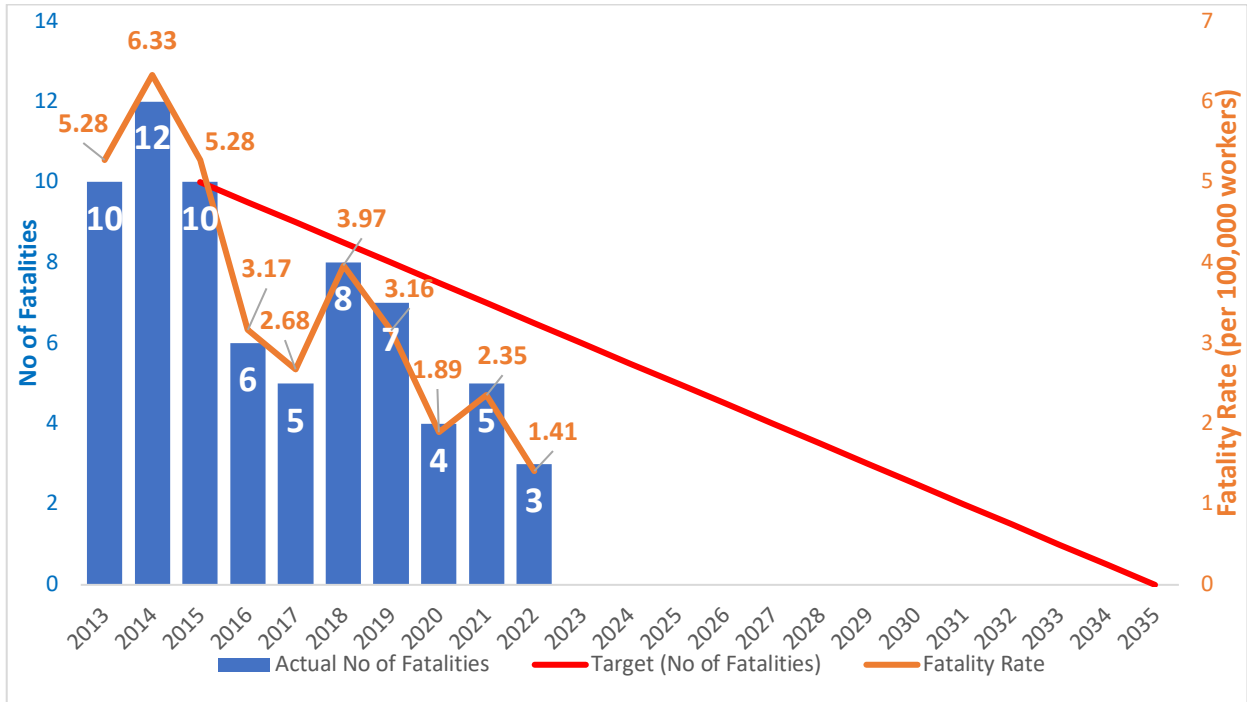


Figure 8. Workplace Fatality Rates against Target of Zero Fatality Recorded by 2035.

For 2022, Brunei Darussalam recorded a workplace fatality rate of 1.41 fatalities per 100,000 workers (2021 national employment data was used due to absence of data for 2022) in comparison to Singapore which recorded 1.30 fatalities per 100,000 workers. The construction industry continues to be an industry of concern with another fatality recorded in 2022 and fall from height continue to be a recurring fatality type as it is a contributing factor across the years.

7. WORK RELATED INJURIES

The Occupational Health Division, Ministry of Health (MOH) shared the annual data of workplace accidents for 2022 which is summarised in **Table 3**, **Figure 9**, and **Figure 10** below.

	TYPE OF INDUSTRY	2022 (ACCIDENT CASES)
A	Agriculture, Forestry and Fishing	5
B	Mining and Quarrying	12
C	Manufacturing	8
D	Electricity, Gas, Steam and Air-Conditioning Supply	6
E	Water Supply; Sewerage, Waste Management and Remediation Activities	1
F	Construction	66
G	Wholesale And Retail Trade, Repair of Motor Vehicle and Motorcycles	26
H	Transportation And Storage	8



I	Accommodation And Food Activities	13
J	Information And Communication	0
K	Financial And Insurance Activities	0
L	Real Estate Activities	5
M	Professional, Scientific and Technical Activities	3
N	Administrative And Support Services Activities	5
O	Public Administration and Defence; Compulsory Social Security	2
P	Education	0
Q	Human Health and Social Work Activities	1
R	Arts, Entertainment and Recreation	2
S	Other Service Activities	0
T	Activities Of Households as Employers; Undifferentiated Goods and Services Producing Activities of Household for Own Use	1
U	Activities of Extraterritorial Organisation and Bodies	0
	Unknown	0

Table 3. Workplace Accidents by Type of Industry (Non-Healthcare) for 2022.

INCIDENCE OF WORKPLACE ACCIDENTS BY TYPE OF INDUSTRY (NON HEALTHCARE)					
TYPE OF INDUSTRY	2017	2018	2019	2020	2021
A. Agriculture, Hunting and Forestry	6	2	9	10	9
B. Fishing	0	0	0	1	2
C. Mining and Quarrying	0	0	3	3	1
D. Manufacturing	4	5	15	32	21
E. Electricity, Gas and Water Supply	0	4	1	2	2
F. Construction	55	91	142	154	110
G. Wholesale and Retail trade, Repair of Motor Vehicle, Personal and Household goods	15	19	27	39	15
H. Hotel and Restaurant	4	9	6	10	11
I. Transport, Storage and Communication	0	2	0	4	2
J. Financial Intermediation	0	0	0	0	0
K. Rental Estate, Renting and Business Activities	0	0	2	1	0
L. Public Administration, Defense, Compulsory Social Security	0	0	4	4	6
M. Education	0	0	1	0	0
N. Health and Social Work	0	0	2	3	3
O. Other Community, Social, and Personal Service Activities	0	0	14	3	9
P. Private Household with Employed Persons	0	0	4	2	2
Q. Extra-Territorial Organizations and Bodies	0	0	0	0	0
Unknown	1	0	0	0	0
TOTAL	85	132	230	268	193

Figure 9. Workplace Accidents by Industry Types (Non-Healthcare) for 2017 - 2021.

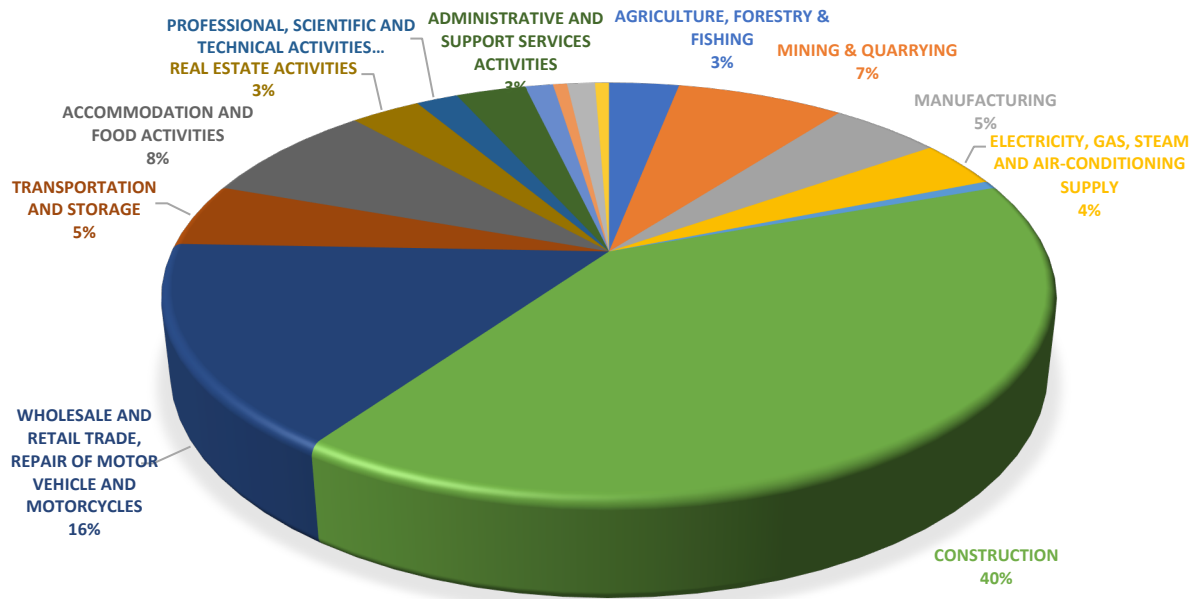


Figure 10. Workplace Accidents by Industry Types (Non-Healthcare) for 2022.

For 2022, the construction industry continues to be the highest recording workplace for injuries (66) followed by wholesale and retail trade including repair of motor vehicles and motorcycles (26) and the accommodation and food activities (13). In comparison to previous years, there is a slight improvement in the number of injuries under the manufacturing industry (refer to Figure 7). It is also noted that the types of industry have been updated starting 2022 in line with the International Labour Organisation (ILO).

A year-by-year comparison of non-fatal injuries at the workplace (non-healthcare) and occupational diseases recorded by MOH is also presented as **Figure 11** and **Figure 12** respectively.

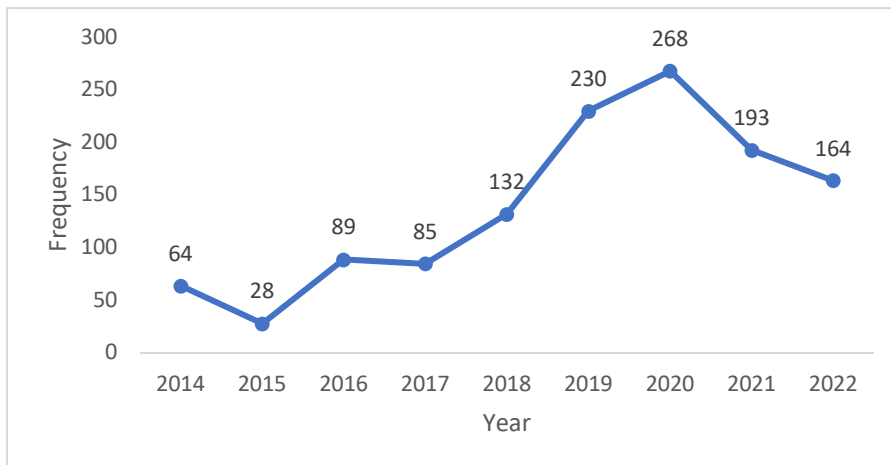


Figure 11. Trend of Workplace Injuries between 2014 - 2022.



Though there seems to be a decline in workplace injury numbers starting 2020, it is difficult to pinpoint the exact reasoning behind the improvement especially since it coincides with the COVID-19 pandemic with multiple lockdowns and reduced operations across workplaces.

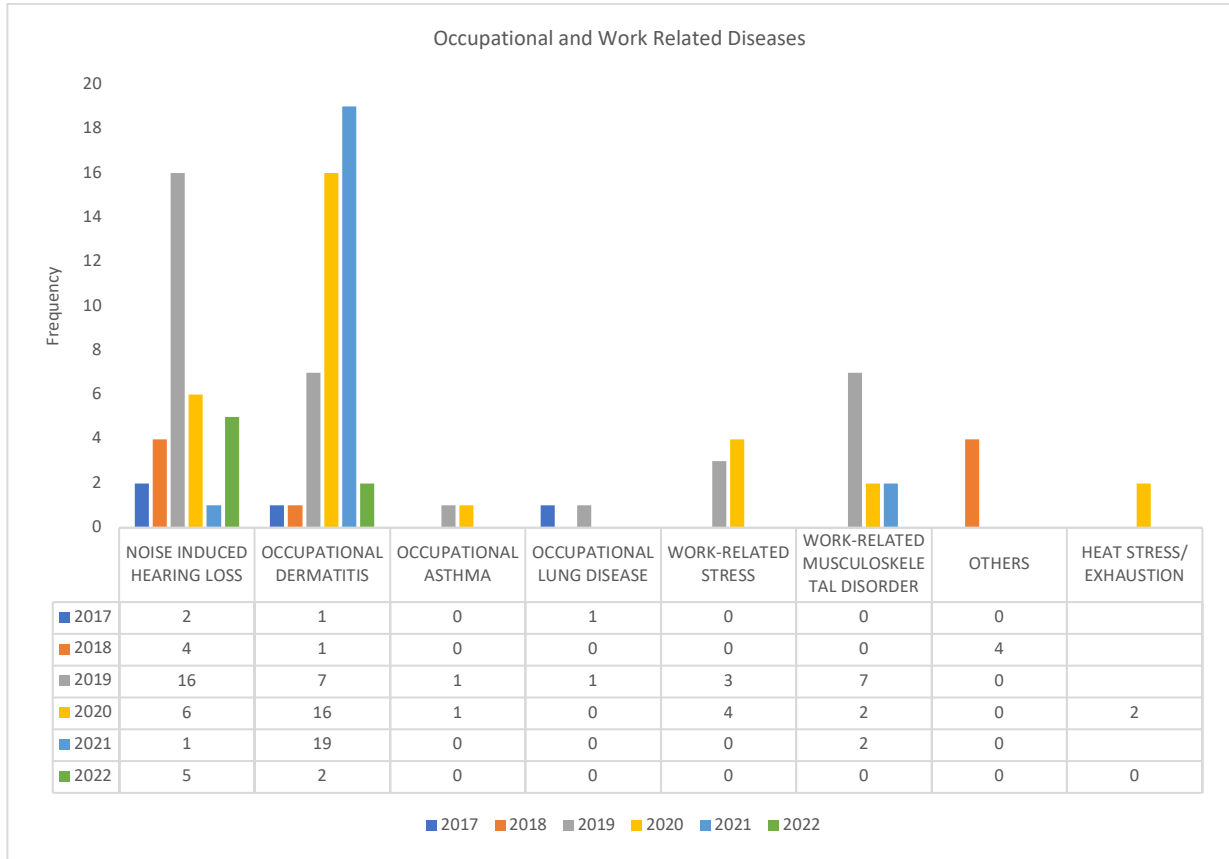


Figure 12. Trend of Occupational and Work-Related Diseases between 2017 - 2022.

Noise induced hearing loss and occupational dermatitis remain the top occupational and work-related diseases reported to MOH as shown above. Though a total of eight (8) occupational and work-related disease were recorded by MOH, none of these were reported to SHENA through the IIN process.

8. CONCLUSION

Industries struggle with the establishment of safety and health management system in the form of fundamental administrative controls and documentation required to adequately control and protect the safety and health of workers at the worksite, as evident by the top concern highlighted from regulatory inspections are hazard and risk management followed by emergency response and safety management system/ safety case. These documentation and procedures are imperative towards compliance to the Workplace Safety and Health, 2009 and its regulations thereunder.



Working at Height continue to be a relevant national HSE theme, as it is the main observation of concern from SHENA's monitoring visits and has led to one fatality in 2022, a recurring contributing activity for workplace fatalities from the year 2013. The construction industry continues to be the top industry of concern since almost half of the reported workplace accidents and one fatality case was recorded.

It is important to note an apparent mis-aligned main findings between regulatory inspections and monitoring visits. This is because of the different approach in the execution of these two activities, with the inspection being pre-planned and organised to focus on selected areas (mainly on systems, documentation, and processes), whereas the monitoring visit is unscheduled with the findings focussing on actual/operational activities at the worksite.


From IIN received, the top causes of injuries were found to be from work equipment and machinery while slip and trip is the second contributing factors which aligns with SHENA's monitoring visit observation of poor housekeeping at workplaces.

Under reporting of occupational diseases is a major concern with no notifications received by SHENA through the IIN mechanism, while MOH recorded eight (8) cases.

In order to address the gaps, SHENA in accordance with the Business Plan will focus on key impactful areas such as the WSH Officer/ Co-ordinator, WSH Committee, Safety Management System and First Aid which is hoped to have a trickle-down effect to improve regulatory compliance.

A more aggressive approach will also be undertaken to socialise publications such as Industry Guidance Notes and far-reaching awareness raising activities and outreach programmes to reiterate the legal requirements and practical measures especially on the establishment of documented procedures and systems; infographics will also be utilised as a simple reference.

Echoing the need for a whole nation approach and in shifting the national safety culture of Brunei Darussalam, SHENA will continue to work together with relevant Government agencies and other stakeholders towards the establishment of a National HSE Policy and efforts to ratify the International Labour Conventions i.e., C155 and C187, as well as aligned with our goal of achieving "world class health and safety in the workplace" of Wawasan 2035.

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