**Introduction**

Enhancing your workplace safety culture is more than removing hazards and institutionalizing safety procedures. It’s about people – their attitudes, behaviors and thoughts. Workplace safety culture improvement through increased Leadership engagement strengthens compliance, and create more alignment between staff and safety initiatives.

This seminar pulls together best practices from experienced safety experts, regulators, practitioners, and decision-makers across various industries for building a productive, proactive, sustainable safety culture that will lead to better business success and a safer work environment.

**Who Should Attend**

Engineers from all disciplines, Senior Line and Functional Managers and other professionals with a passion for improving organisational WSH performance who wish to benefit a wide range of professionals and contribute towards improvement of Workplace Health and Safety by being ‘Leaders’ aiding in the transformation of their organisation’s safety culture.

- 8.30 am – 9.00 am Registration
- 9.00 am – 9.20 am Opening Address and Keynote Speaker
  *Er. Ho Siong Hin*
- 9.20 am – 10.05 am Leadership Attributes to Achieve WSH Excellence
  *By: Mr. Chan Yew Kwong*
- 10.05 am – 10.35 am Break
- 10.35 am – 11.10 am Workplace Safety & Health (WSH) Culture, A continuous Journey
  *By: Mr. Peter Jones*
- 11.10 am – 11.45 pm Safety Leadership – What Does It Mean To Engineers?
  *By: Mr. Henri Chan*
- 11.45 am – 12.35 pm Getting Leaders to Embrace WSH – Interactions with Experts
- 12.35 pm – 1.35 pm Lunch / Networking
- 1.35 pm – 2.10 pm Keynote Speaker
  *Er. Edwin Khew*
- 2.10 pm – 2.40 pm Impact of transformational leadership on safety culture: Useful insights from academic research
  *By: Dr. Goh Yang Miang*
- 2.40 pm – 3.10 pm Role of Leadership and Culture in Safety Management
  *By: Dr. Chandra Shekara Reddy*
- 3.10 pm – 3.40 pm Break
- 3.40 pm – 4.10 pm Leadership Culture
  *By: Mr. Johnny Cheng*
- 4.10 pm – 5.00 pm Is WSH Leadership = Good Leadership? – Interactions with Experts
- 5.00 pm – 5.15 pm Token of Appreciation
LEADERSHIP ATTRIBUTES TO ACHIEVE WSH EXCELLENCE

Leadership by senior management in workplace safety and health (WSH) is crucial to foster a positive and conducive work environment for Vision Zero, where all injuries and ill-health arising from work are preventable. Leaders set the tone for the WSH culture of the organisation and play an influential role in changing behaviours and raising capabilities of the workforce. They decide on the importance of WSH outcomes relative to other business outcomes and establish clear goals to inspire WSH commitment across all levels of the organisation. A study by the WSH Institute in 2012 revealed six key attributes of an effective WSH leader. The presentation will share these six key attributes and their impact in achieving WSH excellence.

MR CHAN YEW KWONG is the Deputy Commissioner for Workplace safety and Health, Singapore. He is also the Director of OSH Inspectorate in the Ministry of Manpower’s Occupational Safety & Health Division. He has been with the Ministry of Manpower for about 32 years. His 33 years’ working experience in workplace safety & health involves inspection & auditing of worksites, shipyards, chemical plants and other manufacturing facilities, investigations into fatal and serious accidents, development of WSH standards, guidance and training materials. He was also previously the Director of Industry Capability Building, WSH Council for about 2 years, during which he was responsible for the national WSH competency framework and capability building efforts in organisations, persons and delivery resources.

Mr Chan is very involved in the development and promotion of WSH-related Singapore Standards. He is a member of the Singapore’s National Standards Council and he chairs the Council’s General Engineering & Safety Standard Committee. He is also Chairman of the Singapore Accreditation Council’s Technical Committee for Mechanical Engineering Inspection.

WORKPLACE SAFETY & HEALTH (WSH) CULTURE, A CONTINUOUS JOURNEY

A journey of a thousand miles begins with a single step.” Lao Tzu, 6th Century BC Chinese Philosopher

All companies have a safety culture this can be a positive, negative, or even an unrecognised culture. Developing an effective safety culture is a continuous journey and is promoted through behavioural based safety programs (BBS) and addressing organisational / supplier teams. Safety culture is a combination of the attitudes, values and perceptions that influence how something is actually done in the workplace, rather than how it should be done. Poor safety culture has contributed too many major incidents and personal injuries, and can be just as influential on safety outcomes as an organisation’s safety management system itself.

By undertaking safety culture improvements shows organisational commitment to the wellbeing of their staff and also offers measurable benefits.

MR PETER JONES is the General Manager for Workplace Safety & Health (WSH) Keppel Land. He has 40+ years of hands on to board room experience having worked in 35+ countries around the world, from the Caribbean to Australia and Russia.

Mr. Jones has extensive global knowledge of the construction industry across various commercial, retail, mixed use, aviation, telecoms, pharmaceutical, and nuclear weapons facilities. Mr. Peter Jones holds a BSc Hons. Construction Management, Chartered Member, Institution Occupational Safety & Health UK (CMIOSH) and has completed a dissertation on the UK’s Construction Design & Management (CDM) regulations.
SAFETY LEADERSHIP – WHAT DOES IT MEAN TO ENGINEERS?

Safety is of upmost importance, both for profitability and progress especially in the oil refinery industry. According to Marsh 2013 report, total global refinery asset losses, due to safety incidents are US$9.86Billion. Almost all of these incidents could have been avoided by good safety management systems. Safety management consists of two parts, occupational safety and process safety; both of them are equally important. In view of the increasing local safety reporting requirements, including safety case regime, more and more emphasis is required on safety management system. Creating beyond zero incident safety culture requires exemplary safety leadership with special focus on behavioural safety, in addition to the conventional safety management system. This presentation will highlight many best practices to enhance the occupational and technical process safety systems, which require to work together to establish beyond zero safety culture. Good safety culture can increase profitability, reputation, employee morale and shareholders’ investment in the organization.

MR. HENRI CHAN has more than 25 years of experience in occupational safety, health, environment management systems, organizational culture assessment and safety leadership coaching in both corporate and consulting roles spanning across India, Vietnam, Thailand, Hong Kong, Malaysia, Singapore, Indonesia, China, Korea, Japan and Outer Mongolia. Mr Chan leads safety efforts with DEKRA regional team members in the fields of energy, oil & gas, chemicals, construction, mining, food & beverage, manufacturing, logistics and transportation. Mr Chan has guided local companies and multi-national corporations in making significant improvements in workplace safety, management systems, organizational functioning and leadership development. He has in-depth experience in risk management and incident investigation, behavioral analysis and employee engagement, and leadership coaching. Mr Chan was also actively involved in contributing to the Industry through chairing Singapore's Metalworking Industry Safety Promotion Committee as well as being part of the Singapore technical committee that developed training and assessment framework for Overhead Traveling Crane operations.

IMPACT OF TRANSFORMATIONAL LEADERSHIP ON SAFETY CULTURE: USEFUL INSIGHTS FROM ACADEMIC RESEARCH

One of the key leadership approaches adopted by many engineering leaders to influence subordinates’ safety behaviour is to use reward and punishment systems. This is known as a transactional approach. Transformational leadership style “evokes changes in subordinates' value systems to align them with organizational goals” and numerous studies had shown that it has positive effects on the safety behaviour and safety participation of subordinates. This presentation will highlight how engineering leaders can adopt transformational leadership style so as to engender positive safety culture in their workplace.

DR. GOH YANG MIANG is an Assistant Professor with the National University of Singapore. He currently leads the Safety and Resilience Research Unit (SaRRU) in the Centre for Project Management and Construction Law. At the same time, he is the Deputy Head (Research) in the Department of Building, NUS. Dr Goh specialises in Workplace Safety and Health (WSH) and risk management. He is appointed as an Honorary Researcher of the Workplace Safety and Health Institute in Singapore (2014-2017). He worked as a senior consultant in the oil and gas industry, Assistant Director (Investigations) at the Singapore Ministry of Manpower, and Senior Lecturer at Curtin University in Western Australia. Dr Goh was an Adjunct Associate Professor with Curtin University and an approved Workplace Safety and Health Auditor. He is also a Council Member of the Institution of Engineers Singapore (IES) (2015-2017).
ROLE OF LEADERSHIP AND CULTURE IN SAFETY MANAGEMENT

Safety is of utmost importance, both for profitability and progress especially in the oil refinery industry. Safety should always be first priority, without it, excellence is unattainable and every employee deserves the care of health and wellbeing at the workplace. According to Marsh 2013 report, total global refinery asset losses, due to safety incidents are US$9.86 Billion. Almost all of these incidents could have been avoided by good safety management systems. Safety management consists of two parts, occupational safety and process safety; both of them are equally important. In view of the increasing local safety reporting requirements, including safety case regime, more and more emphasis is required on safety management system. Creating beyond zero incident safety culture requires exemplary safety leadership with special focus on behavioural safety, in addition to the conventional safety management system. This will lead to sustainable zero incident safety culture.

This presentation will highlight many best practices to enhance the occupational and technical process safety systems, which require to work together to establish beyond zero safety culture. In addition to safety performance, it can benefit the organization in many other ways. Good safety culture can increase profitability, reputation, employee morale and shareholders’ investment in the organization. As such, it will help in the overall growth of the organization.

**DR. REDDY** is Technology & Optimization Manager at Singapore Refining Company Private Limited, where he leads wide range of activities such as Technology, Optimization, Project Development, Process Engineering, Plant Troubleshooting and Process Safety. Prior to SRC, he has served Reliance (IPCL), TPC, SUT and Celanese.

He holds Bachelors and Doctoral degrees in Chemical Engineering from Andhra University and Masters degree in Chemical Engineering from I.I.T Kanpur. He also holds MBA degree from Murdoch University.

He has more than 21 years of rich diverse experiences. He is a proven leader in HSE excellence – qualified PHA, relief system and SIS leader. He published many journals papers and also contributed three book chapters in the book “Chemical Process Retrofitting and Revamping: Techniques and Applications”.

His presentation titled “**Role of Leadership and Culture in Safety Management**” is a comprehensive summary of best practices, for improving the safety performance, especially in refineries.
LEADERSHIP CULTURE

Culture is the key to the success or failure of any change an organisation undergoes. Regardless of your position in an organisation, you play a vital role in the safety of the organisation. We have a certain response and influence on safety. The response to safety for a person directly affected by an incident will vary from another person who has not experienced the incident. The contrast can vary from phlegmatic to highly passionate. It is this difference in the degree of responses that will influence and collectively shape the safety culture of the organisation. This presentation covers the various levels of safety culture and the importance of internalising safety behaviour in all the staff of an organisation. Unless a leader is internalised himself, it will be difficult to passionately motivate his subordinates to be committed to behave safely. Through internalised safety behaviours, we can cast an effective shadow that influences our colleagues around us. Therefore, we must first look at ourselves and how high we sit on the accountability ladder in order to manage the impact of our behaviours on others.

MR. JOHNNY CHENG is the Head for Health, Safety and Environment in Singapore Aero Engine Services Pte Ltd (SAESL) and is also the appointed Fire Safety Manager and a registered Workplace Safety and Health Officer.

In his career, Johnny’s primary areas of work include quality, environment, and health & safety management systems. He is a trained lead assessor in ISO 9001, ISO OHSAS 18001, and ISO 14001 management systems.

Before he joined SAESL, he was working as a Quality & Safety Manager in companies related to the construction industry, manufacture of hard-disk drive, metal-stamped parts and hand phones

His basic discipline is in Mechanical Engineering and his postgraduate qualifications are in Master in Strategic Quality Management and Master in Environmental Management.

Johnny had also presented papers on management systems in international conferences, namely in the QSA Asia Pacific Forum (Australia), Ho Chi Minh City University of Technology (Vietnam), and Asia Pacific Occupational Safety and Health Organization Conference (Malaysia).
TERMS & CONDITIONS

Registration

1. Registration is based on first come first served. Please click HERE to register
2. Booking through phone will not be entertained.

Payment Mode

1. Payment via VISA/Master online
2. Payment via AXS Machine (Please click HERE for procedure). Remember to retain your receipt for verification.
3. Payment by Crossed Cheque payable to “IES”
   *For cheque payment, please indicate Participate name & Event name at the back of the cheque and send to:

   The Institution of Engineers, Singapore
   70 Bukit Tinggi Road
   Singapore 289758
   Attn: Shelly Ng

Confirmation of Course

Confirmation of registration will be given 5 days prior to the commencement date of event via email. Otherwise, please call Ms Shelly Ng @ 6461 1222 to check on your confirmation.

(Please remember to check your Junk/Spam folder if you did not receive the confirmation)

Cancellation

In the event that participants are not able to attend, please inform us in writing at least 3 working days before the event date. Otherwise full payment is still applicable even if you did not turn up for the talk.

(Please note that 4.5% cancellation charges applies for online eNets payment)