



DEPARTMENT OF LABOUR

Ministry of Home Affairs
Brunei Darussalam



National Occupational Safety and Health Profile of Brunei Darussalam

National Occupational Safety and Health Profile Brunei Darussalam

© Workplace Safety and Health Division
Department of Labour, Ministry Of Home Affairs
Brunei Darussalam
Phone: +673 2383905 Fax: +673 2383244

FOREWORD

اسلا عليكم ورحمة الله وبر كاته
بسم الله الرحمن الرحيم

Alhamdulillah, with the blessings of Allah Subhanahu Wata'ala, Department of Labour, Ministry of Home Affairs is proud to present the first Brunei Darussalam National Occupational Safety and Health (OSH) Profile to reflect the current progress and the implementation of OSH legislations in Brunei Darussalam. This profile comprises of brief information on the enforcing and advisory authorities, laws and legislations pertaining to workplace safety and health, the latest published statistics and the on-going activities of the government and private sectors.

The increase of accidents, fatalities and work-related illnesses occurring at workplaces in Brunei Darussalam has become a concern that has resulted in the establishment of Workplace Safety and Health Steering Committee chaired by Deputy Minister of Ministry of Home Affairs. The Steering Committee functions as a mechanism to direct safety and health matters for the country. With the support from the Steering Committee, Department of Labour was to commence Workplace Safety and Health Order 2009 on the 1st August, 2013.

In Brunei Darussalam, workplace safety and health is seen as an opportunity to improve the working environment for the government and private sectors at all levels of management. Incidents at workplaces are seen as a norm depending on the nature of the job and their environment. This is a challenge for the enforcing authorities as the community lacks awareness on the benefits of a good OSH culture for their organisations. By enhancing OSH programs in the near future, we hope to increase awareness on providing a better workplace environment and to reduce work-related injuries and illnesses.

Moving towards Brunei Darussalam's Vision 2035, the country is anticipated to have a highly skilled workforce which will likely lead to good quality performance at workplaces, improvement in the quality of life and to have a dynamic and sustainable economy. Aligning to Vision 2035, Department of Labour encourages good governance highlighting on honesty and accountability of the public and private sectors. Additionally, in order to achieve the

target of an improved quality of life, we strive to assure that individuals are competent enough in working safely before carrying out their working activities.

The objective of this Profile is to assure that Brunei Darussalam has a benchmark for monitoring and assessing future OSH programs and activities. Consequently, proposing the development of Brunei Darussalam's First National Master Plan as the imminent initiative to reduce accidents and work related diseases at workplaces and encourages organisations to invest in providing a safer and healthier working environment. In spite of the emerging challenges, we will continue to assess and recommend preventive measures for the public and sustain an acceptable standard at all workplaces.

With Brunei Darussalam's publication on the Country's National OSH Profile, we hope that it will be beneficial to the public at all levels including government and private organisations, educational institutions, researchers and potential business partners that are interested in investing in the country. I perceive that safety and health is a journey of continuous development and improvement for the country and also for the benefit of future generations.

Lastly, I would like to convey my sincere appreciation to those involved and who have assisted in establishing Brunei Darussalam's National OSH Profile. I hope that in the future, a safety and health culture will be a realistic goal in all workplaces where every person is responsible not only for themselves but also others.

وبالله التوفيق والهداية

والسلام عليكم ورحمة الله وبركاته

Haji Rani Bin BPSK DSS Haji Mohd Yusof

Acting Commissioner of Labour
Department of Labour
Brunei Darussalam

TABLE OF CONTENTS

| | |
|------------------------|------|
| Acknowledgements | viii |
|------------------------|------|

CHAPTER

| | | |
|-----|---|----|
| 1 | Introduction | 1 |
| 2 | Legal and regulatory framework for OSH..... | 4 |
| 2.1 | OSH Policy | 5 |
| 2.2 | Actions taken and penalties imposed following inspections | 6 |
| 3 | Organisation Structure on OSH | 9 |
| 4 | Working Group for OSH..... | 12 |
| 4.1 | Department of Labour | 12 |
| 4.2 | Environmental Health Services | 14 |
| 4.3 | Public Works Department..... | 15 |
| 4.4 | Energy Department | 16 |
| 5 | OSH Inspection System..... | 18 |
| 5.1 | The Scope of OSH inspection | 20 |
| 5.2 | OSH Inspectors | 21 |
| 5.3 | Inspection and monitoring activities on safety and health | 22 |
| 6 | Coordination and Collaboration Mechanisms | 23 |
| 7 | International Cooperation in OSH | 24 |
| 7.1 | Bilateral cooperation..... | 25 |
| 8 | OSH Education and Training | 27 |
| 8.1 | OSH Training for government officials..... | 27 |
| 8.2 | Other training organisations related to OSH..... | 28 |

TABLE OF CONTENTS

| | | |
|--------|--|----|
| 9 | OSH Manpower Development | 31 |
| 9.1 | OSH Officers at enterprise level | 31 |
| 9.2 | Qualifications required for OSH officers at enterprise level | 31 |
| 10 | Workmen's Compensations Schemes | 33 |
| 10.1 | Work Process for Compensation Claims | 33 |
| 10.2 | Statistics on Workmen's Compensation | 36 |
| 10.2.1 | Accident reported by industry / sector | 36 |
| 10.2.2 | Accident reported by occupation | 37 |
| 10.2.3 | Accident reported by gender | 39 |
| 10.2.4 | Accident reported by cause of injury | 39 |
| 10.2.5 | Accident reported by nature | 41 |
| 10.2.6 | Accidents in the Health Sector | 42 |
| 10.2.7 | Occupational and Work Related Diseases | 43 |
| 11 | Challenges and Recommendations on National OSH Activities | 44 |
| Annex | | |

ACKNOWLEDGEMENTS

Department of Labour

Ministry of Home Affairs

- Pg Kamarunsalehin bin Pg Kamis
- Dk Kiasatina Nurul Aniqah binti Pg Yahya
- Mohd NoorFaizal bin Haji Mohd Osmena

Environmental Health Services

Ministry of Health

- Dr. NBP Balalla
- Siti Jusrina bin Juma'at

Public Works Department

Ministry of Development

- Justina Liew Vun Ching
- Alshahrulnizam Bin Lazim
- Lim Shen Quan
- Amp Mohd Hasanul Basri Bin Amp Hussin

Energy Department

Prime Minister's Office

- Rosman bin Abd Rahman
- Steve England

University Brunei Darussalam

Ministry of Education

- Professor David Koh

Ministry Of Manpower (Singapore)

- Tan Kee Chong
- Dr Sylvia Teo

ACKNOWLEDGEMENTS

Department of Labour would like to express sincere gratitude to Ms. Ingrid Christensen, Senior Specialist on Occupational Safety and Health from the ILO regional office in Bangkok and those present during the Validation Workshop for their contributions and encouragement in creating this profile.

People involved during the validation workshop comprises of representatives from Megamas Training Company Sdn Bhd, Brunei Shell Petroleum, Ben Foods (B) Sdn Bhd, Brunei Methanol Company (BMC), Grand Motors Sdn Bhd, Heng Yi Brunei, Hua Ho Groups, Ideal Group of Companies, Maju Motors Sdn Bhd, NBT Brunei Sdn Bhd, QAF Auto Sdn Bhd, Petroleum Brunei, Semaun Holdings, Soon Lee Heavy Machinery Services, Surati Construction Sdn Bhd, Swee Sdn Bhd and Tobishima Corporation.

Introduction

Brunei Darussalam has a total population of 399, 800 (2012) with a labour force of 185,900 (2011). The private sector employs 137,002 while the government sector employs the remaining 48,898. The majority of the private sector employees are foreigners (73.7 per cent) of which 26.3 per cent are employed in the construction industry whereas only 4 per cent are employed in the oil and gas sector. [Source: Brunei Darussalam Key Indicators 2012 ; Brunei Darussalam Statistical Yearbook 2011].

The main industry in Brunei Darussalam is Oil and Gas. Over 90 per cent of Brunei Darussalam's Gross Domestic Product (GDP) per capita is a product of the Oil and Gas Industry. Today, the country is in a phase of diversifying its base economy by expanding into industries other than the oil and gas sector. In general, the labour force in the country is a healthy mixture of local and migrant workers.



The diversification of Brunei Darussalam's economy in general gave rise to the establishment of numerous Small and Medium Enterprises (SME) as well as large organisations in various industries. This raised the awareness and attention of the government, as the responsibility fell to the Department of Labour towards establishing and promoting the importance of Workplace Safety and Health (WSH) in all workplaces in the country.

Since the induction of Brunei Darussalam as the 180th ILO Member State in January 2007, areas of co-operation between Brunei Darussalam and ILO have covered areas of employment and skills development, labour law reform, labour statistics, technical co-operation (training and workshops) and recently on Occupational Safety and Health (OSH).

The development of this profile were separated into several phases in the following chronological order:

Phase 1 (December 2012 – February 2013) – Completion of the first draft

Phase 2 (March 2013) – Internal discussion within the Department of Labour

Phase 3 (April – May 2013) – Discussion with Workplace Safety and Health Working Group

Phase 4 (June – September 2013) – Draft review by external agencies (including assistance from Ministry of Manpower, Singapore)

Phase 5 (October 2013 – March 2014) – Draft review by the private sector

Phase 6 (13th March 2014) – Validation Workshop, in attendance representative from the International Labour Organisation (ILO)

Phase 7 (April 2014) – Launching, printing and publication

Following the technical assistance and guidance from the International Labour Organisation (ILO), it is important to emphasize that this profile is intended to demonstrate the current national status of OSH in the country. Therefore came to a conclusion that in order to achieve such goal, it is important to reach out to relevant stakeholders from the public and private sector as shown above.

Vision:

“A Safe, Healthy Working Environment and Productive Workforce through Proactive Preventive OSH Culture”

Strategic Mission:

- To implement and enforce OSH legislations effectively
- To develop competent and efficient workforce in OSH
- To ensure strong tripartite involvement in raising OSH standards

Legal and Regulatory Framework for OSH

This profile refers to existing government policies and programmes implemented by related government agencies, available legislations concerning safety and health, database and reports prepared by the Government.

The following are list of laws under the Department of Labour, Ministry of Home Affairs which is actively enforced for the application of OSH in Brunei Darussalam:

1. Workmen's Compensation Act 1957
2. Employment Order 2009
3. Workplace Safety and Health Order (WSHO) 2009
4. WSH (Amendment) Order 2013



The principal laws that protect the welfare of employees are the Workmen's Compensation Act 1957 and Employment Order 2009. Currently, the Workmen's Compensation Act 1957 mainly covers manual workers and employees with a maximum wage of B\$750. However, this figure may no longer be practical due to global changes and economic inflation. It is hoped that any future amendments shall not be limited to any salary scale in order to accommodate all the employees in the workforce. As of March 2013, amendments are still undergoing to remedy the issue of employees with a maximum wage of B\$750.

Employment Order 2009 serves to ensure that the welfare of employees is taken care of with regards to their salary, medical care, accommodation and sanitary arrangements among others. This Order also states that every workplace shall provide medical assistance where deemed necessary. In addition, the Employment Order 2009 states that the employer is responsible for the costs and expenses in repatriating employee including repatriation after a fatal accident.

Legal and Regulatory Framework for OSH

The Workplace Safety and Health Order 2009 (WSHO 2009) has recently been commenced on the 1st August 2013 and the enforcement of the law is an ongoing progress. The main objective of the Order is to eliminate or control hazards to ensure that the risk at the workplace is as low as reasonably practicable.

The establishment of the WSHO 2009 was prompted by the increasing concerns of accidents and fatalities from the high-risk sectors, e.g. Construction. Department of Labour together with other relevant government agencies are making continuous efforts to address the problems.



Awareness programmes has been actively carried out by the government and independently by private sectors to essentially educate the public.

2.1 OSH Policy

As Brunei Darussalam takes a step closer in establishing a more sturdy safety and health culture in the country with the recent implementation of the Workplace Safety and Health Order 2009, the Department of Labour has also at the same time taken a step further in aligning itself with the International Labour Organisation's Conventions, namely Occupational Safety and Health Convention, 1981 (No.187) and several others. However, it is important to note that, during the development of this National OSH Profile, a standardised National OSH Policy had not yet been established. In Brunei Darussalam, there are already existing and independent safety and health guidelines available within government as well as the private sector. However, these safety and health guidelines are yet to be integrated into a national standard. Currently, the Workplace Safety and Health Working Group are proactively researching for best practices to ensure that the workforce is adaptable within their working environment.

Legal and Regulatory Framework for OSH

Brunei Darussalam laws and legislation can be obtained from the Government Printing Department and through Brunei Darussalam's Attorney General Chambers website: <http://www.agc.gov.bn>. Developments of new regulations will be considered in the future when applicable.

In addition, the Workplace Safety and Health Order 2009 and its regulations have also been systematically developed in accordance to the current as well as potential needs. The regulations aim to improve the safety, health, welfare and working condition in Brunei Darussalam. For further references, list of related regulations can be found at the annex.

2.2 Actions taken and penalties imposed following inspections

Authorised Officers under the appointment of the Commissioner of WSH may issue a remedial order or stop-work order to remedy the risks and hazards, before resorting to penalising individuals or corporate bodies.

A Remedial Order is served to remedy any danger in the workplace and to comply with any duty imposed by the WSHO 2009 and amendments. The remedial order is issued to take corrective measures to improve the safety, health and welfare of the workplace. All activities are to be carried on as usual whilst an enhanced safety and health management system is developed at the workplace.

The Stop-Work Order is served to immediately cease any working activity until such measures required by the Commissioner have been taken. The Stop-Work Order is issued in conditions where the workplace is highly likely to pose a risk to the safety, health and welfare of persons at work.

Legal and Regulatory Framework for OSH

The general penalty for individuals and body corporate will be as shown below. Detailed of offences and penalties can be found in the WSHO 2009 and WSH Amendment Order 2013.

| Category of offender | Maximum fine | Maximum Jail-term | Conditions |
|--|---|------------------------|----------------|
| Workers deliberately endangering the safety of himself and/or others (i.e. failure to use personal protective equipment) | \$2,000 | Not exceeding 2 months | Either |
| Failing to comply with Remedial Order | \$50,000 | 12 months | Either or both |
| (Continuing offence) | Additional fine not exceeding \$5000 every day after conviction | | |
| Failing to comply with Stop Work Order | \$500,000 | 12 months | Either or both |
| (Continuing offence) | Additional fine not exceeding \$20,000 every day after conviction | | |

Legal and Regulatory Framework for OSH

| | | | |
|--|---|---------|----------------|
| Individual persons | \$200, 000 | 2 years | Either or both |
| (Continuing offence) | Additional fine not exceeding \$2000 every day since conviction | | |
| Corporate body | \$10,000, 000 | - | - |
| (Continuing offence) | Additional fine not exceeding \$5000 every day since conviction | | |
| Repeat Offenders: subsequent conviction of the same offence that previously caused death | | - | - |
| 1.Individual | \$400,000 | | |
| (Continuing Offence) | Additional fine not exceeding \$2000 every day since conviction | | |
| 2. Corporate body | \$20,000, 000 | | |
| (Continuing Offence) | Additional fine not exceeding \$5000 every day since conviction | | |

[Source: Workplace Safety and Health Order 2009 and Workplace Safety and Health (Amendment) Order 2013]

Organisation Structure on OSH

In recent years, Brunei Darussalam has become increasingly aware of the importance of safety and health at the workplace. Before the WSHO 2009 came into effect, the government and private sectors have already independently established their own safety and health policies and initiatives according to the needs of their respective organisations. In 2007, the Workplace Safety and Health Division, Department of Labour within the Ministry of Home Affairs was set up with the main objective to align all the independent efforts for OSH under the umbrella of the WSHO 2009. After two years of the division's establishment, the Workplace Safety and Health Order 2009 (WSHO 2009) were gazetted.



Brunei Darussalam has expressed continuous commitment in assuring a safe and healthy working environment. Moreover, this Order and its Regulations shall standardise the safety and health initiatives that has already been established in several organisations within the country. The WSHO 2013 amendments shall ensure *all workplaces* to be covered and relevant stakeholders, employers and employees will clearly recognise their responsibilities at the workplace as specified by the law.

Workplace Safety and Health Steering Committee was formed in June 2011 and the organisational structure is as shown in Diagram 1. The government agencies are specifically appointed according to the need in establishing a safety and health culture for the country. The Steering Committee comprises of the Permanent Secretaries from the Ministry of Development, Ministry of Home Affairs, Ministry of Health and Prime Minister's Office whilst the members of the Steering Committee are the Chief Executive Officers of the Department of Labour, Environmental Health Services, Public Works Department and Energy Department.

Organisation Structure on OSH

Representatives of Attorney Generals Chambers are present to ensure that any written law is aligned with the existing Brunei Darussalam's Law. This committee is chaired by the Deputy Minister of Ministry of Home Affairs.

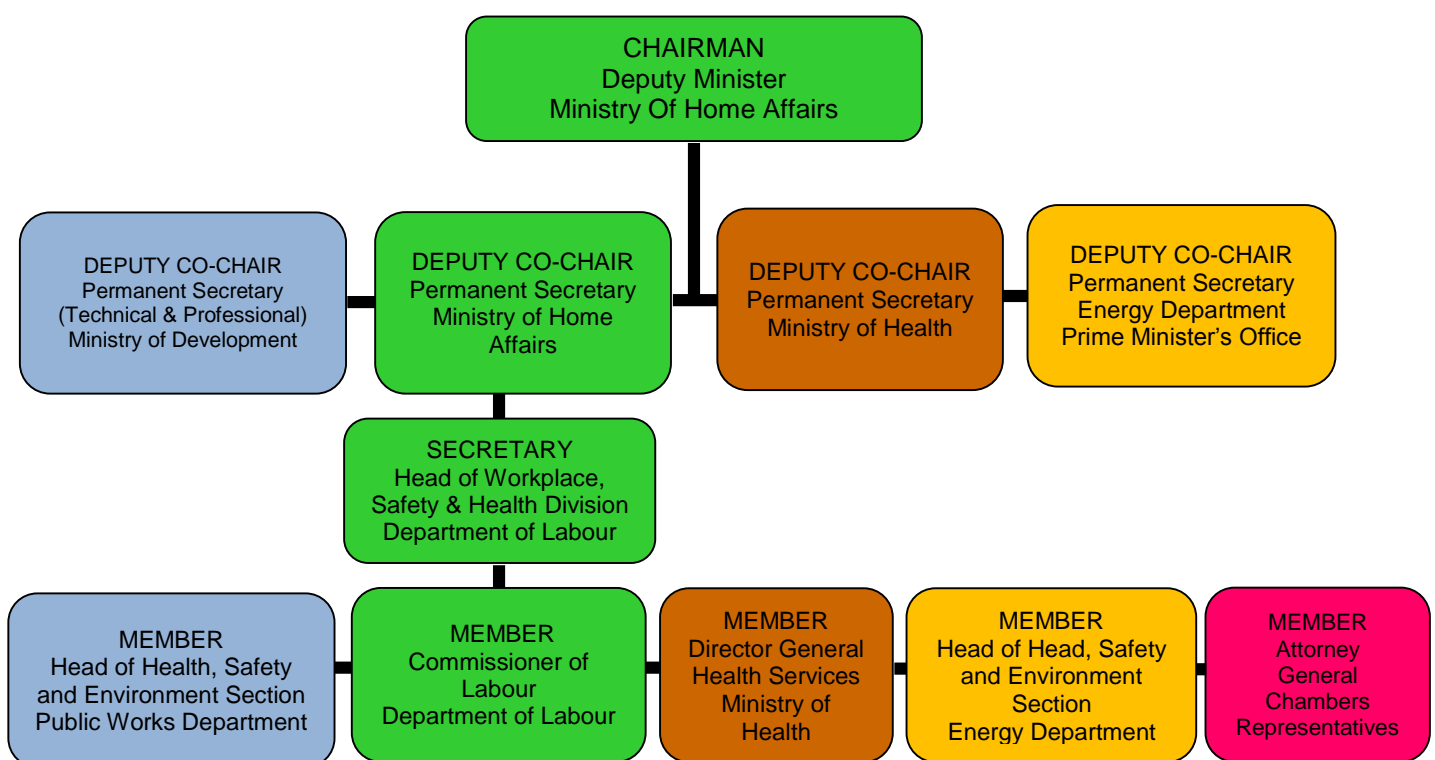


Diagram 1 – WSH Steering Committee

The main function of the steering committee is to develop a mutual understanding within various government agencies and to coordinate a National approach in handling OSH activities. There are several objectives to achieve by establishing this committee, amongst the Terms of Reference (ToR) of the committee are to:

- Determine the mechanism and prepare an action plan for the implementation of the WSHO 2009 and associated regulations.

Organisation Structure on OSH

- Identify the necessary suitable training required for officers/staffs pertaining to Workplace Safety within the country and abroad
- Identify local recognised/certified institutions to conduct trainings/courses to officers/staffs appointed as Authorised Officers or Inspectors according to Section 9 as stipulated in the WSHO 2009
- Determine and implement programmes that would enhance the public awareness on the importance of OSH
- Identify other relevant members to be appointed as permanent committee or ad-hoc to implement the order be it from government agencies or the private sector to strengthen the effectiveness of the steering committee.
- Appointment of sub-committees related to training, manufacturing, construction, oil and gas and health care.
- Ensure effective enforcement and implementation of WSHO 2009.

Working Group for OSH

Legislative matters relating to workplace safety and health are administered by the Commissioner of Labour under the Department of Labour. Under Section 7 (a) of the WSHO 2009, the Commissioner of Labour shall be deemed as the Commissioner of Workplace Safety and



Health. There are four main departments mandated with the roles of OSH that makes up a Workplace Safety and Health Task Force. These departments work closely together in consultation with regards to activities and any decision making involving OSH issues for the country. The departments mentioned below are the Working Group responsible in engaging employers and employees to regulate the Order. The following departments are:

- **Department of Labour, Ministry of Home Affairs**
- **Environmental Health Services, Ministry of Health**
- **Public Works Department, Ministry of Development**
- **Energy Department, Prime Minister's Office**

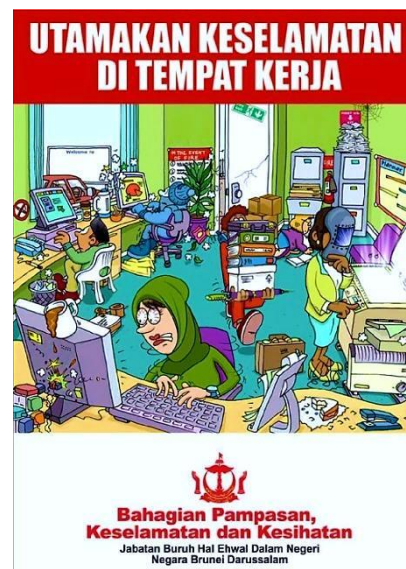
4.1 Department of Labour

The Workplace Safety and Health Division (WSHD) under the Department of Labour is responsible for ensuring the safety and health conditions at all workplaces are at an acceptable standard. At present, the WSHD consists of nine (09) personnel; where five (05) of the inspectors are allocated for handling compliances under Workmen's Compensation Act and managing the compensation cases lodged by the public, three (03) of which are pursuing and promoting compliance under the Workplace Safety and Health Order 2009 and one (01) clerical staff to assist the process involved on both aspects.

Working Group for OSH

The division is responsible for compensation claims, training and promotion, research and the planning and operational basis of workplace safety and health including safety and health inspection at all workplaces. Awareness campaigns are part of an on-going activity in all four districts of Brunei Darussalam. Safety and health seminars are usually carried out during the Department of Labour's road shows. The division has the following objectives:

- To develop and standardise nationwide policies to improve the working environment
- To provide useful information and conduct awareness campaigns on safety and health at the workplace
- To organise a systematic approach on inspection of organisations in Brunei Darussalam
- To support organisations in maintaining and monitoring workplaces
- To support individuals by providing compensation rights to those with work-related injuries and illness



4.2 Environmental Health Services

The Occupational Health Division (OHD) started as a unit under the umbrella of Public Health Services of Ministry of Health in 1993 and upgraded to Environmental Health Services of Department of Health Services, Ministry of Health in 2005. The OHD is working closely with WSHD, Department of Labour on OSH matters (e.g. OSH inspections, safety and health issues, workmen's compensation assessment etc.). The division comprises of nine (09) doctors, five (05) nurses, four (04) health inspectors (OSH). The objectives of the division are as follows:

- Maintenance and promotion of workers' health and working capacity.
- Improvement of working environment conducive to safety and health
- Development of work organisations and working cultures in a direction, which supports safety and health at work (ILO/WHO 1995)
- To devise and implement policy instruments on workers' health
- To protect and promote health at the workplace
- To improve the performance of and access to occupational health services
- To provide and communicate evidence for action and practice
- To incorporate workers' health into other policies. (WHO GPA 2007)

Working Group for OSH

To achieve the above objectives, the division provides the following services to both government and private sectors. The services provided by the division are based on the International Labour Organisation (ILO) Occupational Health Services Convention No.161 & Recommendation No. 171(1985), which are:

1. Workers' Health surveillance
2. Occupational health clinical service
3. Surveillance of the work environment
4. Investigation of complaints, workplace accidents, occupational and work-related diseases
5. Health education and health promotion
6. OSH information and advisory service
7. OSH training
8. Research and studies on occupational safety and health

4.3 Public Works Department

The Health, Safety and Environment (HSE) Section of the Public Works Department monitors and evaluate the safety, health and environment standards of construction sites of government projects in the country. Currently, the HSE Section is occupied by nine (09) personnel, seven (07) are committed HSE inspectors and two (02) clerical staff are available to keep updated information on daily activities, receive letters and to communicate directly to clients and other individuals for matters arising from HSE. In addition, the department has also published the *"Ministry of Development: Health Safety and Environment Manual"* as a guideline for contractors to reach expected national standards.

Working Group for OSH

The initiatives taken to raise Occupational Safety, Health and Environment awareness by the HSE Section of the Public Works Department are as follows:

- To promote high levels of safety, health and environment at work
- Priority in Occupational safety, health and environment in National Agendas
- Building and maintaining a national preventive safety, health and environment culture
- Share and recognise training, consultation and exchange of information on good practices and prevention in promoting safety, health and environment
- Act as one of the government regulatory bodies monitoring the performance of safety and health environment in the construction industry
- Enforcement on mandatory safety, health and environment requirements in the construction industry through safety audits and performance
- Determine the right strategies on HSE through planning, design and construction phase of the projects to prevent occurrences of accidents and fatalities.

4.4 **Energy Department**

The HSE Department was restructured in 2012 and joined the Occupational Safety and Health Steering Committee in the same year. The objective of the department is ensuring the safety and health of persons at work in the Major Accident Hazards industry, of which the Petroleum industry is a main player.

Working Group for OSH

The petroleum industry is a mature sector in Brunei with well-established safety and health management systems and procedures, from which other industrial sectors can learn and benefit. However the government believes that there is still room for improvement and that government agencies should maintain a strong regulatory presence to ensure these standards are maintained as the country moves towards its' Vision 2035. In addition, the Energy department has attained an approved budget to recruit 4 senior inspectors in 2014, to compliment the Head of HSSE, Head of HSE and 3 inspector positions already in post.

The Energy Department's primary responsibilities and commitments are:

- To regulate Major Accident Hazard (MAH) Industries within Brunei Darussalam. This will require all recognised MAH companies/industries to submit a Safety Case document to the Government, demonstrating how they identify, assess and manage Major Accident Hazards.
- To analyse Safety Case document and provide a formal written response to the respective company, without which the company cannot operate.
- To carry out proactive inspections to monitor the industry's compliance to their Safety Case commitments. Accident / incident investigations will be conducted when required to capture and disseminate root causes and pro-actively prevent reoccurrences.
- The HSE department within Energy Department will be expanded further in the near future to take on the role of inspections jointly with other government agencies.

OSH Inspection System

At this stage, all four (4) relevant departments had already developed inspection procedures and database based on their scope and responsibilities. With time and effort, these inspection procedures will serve a purpose in leading a safe and healthy working environment at all workplace. This includes good maintenance and welfare facilities provided by the organisations. In addition, OSH-related government agencies would be able to collect data and record industrial incidents and occupational diseases nationwide and provide a better overview of the existing risks and hazards within organisations in the country.



Effective industrial reporting is seen as an essential element in order to determine the cause of incidents more accurately. Moreover, these organisations can also benefit from the evaluations. They can later improve on their current facilities and ergonomics at the workplace. At this early stage, the government intends to improve the working environment, particularly those with poor safety and health standards. This can be done by first providing adequate information and education regarding risks and hazards at workplaces and recommend methods to manage the situation.

Due to the current limitations, the Workplace Safety and Health Division mainly conduct reactive inspections on workplace incidents reported by employers, employees and from the public especially those that have resulted in critical injuries and fatalities. In addition, public concerns on workplace safety and health have also

OSH Inspection System

been a routine activity for labour inspectors in assuring that the workplaces are safe and healthy for employees and visitors. There are plans where the division aims to organise strategic inspections, targeting on high risk sectors primarily the construction and manufacturing industry. This is mainly due to the limited resources and personnel to function as WSH inspectors. In the near future these strategic inspections will include regular weekly workplace visits to industries in all the four (04) districts in Brunei Darussalam.



There will be inspectors allocated to carry out inspections on projects, retails and other companies respectively. Personnel from Working Group members will also be warranted under the Workplace Safety and Health Order 2009. They would have statutory powers to prescribe their duties

under the Workplace Safety and Health Order 2009 in accordance to the agreed terms of reference and boundaries of each department by the WSH Steering Committee as stated in 5.1 of this chapter.

Additionally, Occupational Health Division also conducts workplace safety and health inspections and audits across all the districts in Brunei Darussalam. The division carries out workplace surveys periodically to assure that workplaces are compliant to the basic standards of safety and health at work. In addition, complaints on workplace accidents and occupational diseases are also identified by the division. Requests of inspections from other government agencies to pre-determine whether the workplace is satisfactory for employees and employers to work is also part of Occupational Health Division's activity.

OSH Inspection System

The HSE department of Energy Department is presently reviewing the first round of Safety Case submissions under the COMAH regulations and has implemented a three year rolling program of inspections covering twenty one (21) HSE elements relating to the industry's activities. In addition a reporting regime has been set up for the major hazards industry where accidents and incidents on major hazards sites are directly reported to the EDPMO duty officer and logged.

EDPMO received 62 reports for 2013 and formally investigated 13, including 1 defined major accident event whereby the employer was subsequently issued a stop work order. A total of 55 planned inspection site visits were conducted by the HSE department in 2013. As we move through quarter 1 in 2014 the department is expecting to review 30 safety case submissions by end of quarter 3 and maintain a planned inspection site visit schedule of 6 per quarter.

5.1 The Scope of OSH inspection

With the Order and Regulations in place, each member of the Working Group have their own responsibilities, the WSHD is responsible in monitoring the activities of the working group. The Occupational Health Division is involved in OSH inspections in all sectors in the country in which encompasses both safety and health and also end results of "unsafe" situation/practice is a health issues(i.e. injury or disease). All government construction projects are overseen by the Public Works Department and they are responsible for the inspection and the standards. The Energy Department shall oversee the activities in the Oil and Gas sector on Major Accident Hazards and Energy sector.

OSH Inspection System

This approach is established to prevent overlapping of findings, increasing the scope of the Working Group, and ensuring the original portfolio of each agency is fulfilled. In addition, findings from these government agencies will eventually be stored centrally. Government officials will then be able to monitor and review past findings when needed.

5.2 OSH Inspectors

In order to manage safety and health effectively nationwide, Authorised Officers and Inspectors are needed to carry out inspection activities. The primary responsibility of officers and inspectors is to record and report details of their inspection to the Department of Labour for future references.



In 2013, the WSHD proposed to work in consultation with competent personnel from various government agencies and potentially be warranted as WSH inspectors to assist in implementing and enforcing the Order. The appointed inspectors will monitor conditions of workplaces according to their respective specialities to determine corrective actions. With the upcoming implementation of the Workplace Safety and Health Officers Regulations, all safety and health officers in organisations are mandated to register with Department of Labour before resuming their duties and responsibilities.

OSH Inspection System

5.3 Inspection and monitoring activities on safety and health



The inspections will be limited to safety, health and welfare of employees. This consists of the working condition and the ergonomics at the workplace. Joint inspection between government agencies and private organisations are to be carried out periodically as part of a competency programme whilst

building a robust partnership between industries. OSH inspection in return will provide the opportunity for government agencies to convey their views in improving working conditions for organisations.

Coordination and Collaboration Mechanism

Ever since the establishment of the Workplace Safety and Health Steering Committee, the Department of Labour is expected to play a leading role as an authorising body on OSH legal aspects in ensuring the safety and health standards of organisations are met. National bodies related to OSH issues are encouraged to co-operate and coordinate more with each other to resolve complicated issues and legal changes that may arise due to global requirements.



The Workplace Safety and Health Division and other government agencies intends to establish a social partnership amongst the enterprise sectors currently operating in the country and essentially generate an understanding of the expected standards of safety and health at the enterprise level.

Under the guidance of the International Labour Organisation (ILO) and its' conventions and recommendations, the Department of Labour will continue to generate a tripartite dialogue between the government, employers and employees. The advent of such social dialogue will help create a healthy network to distribute information or acquire feedback on OSH matters more efficiently. The Department of Labour is currently working towards establishing a tripartite platform specifically for OSH matters.

An aspiring example can be seen with the EDPMO efforts to successfully set up an industry work group called the Brunei Industry Group B.I.G (petroleum). This group consists of senior positions from companies operating in the major hazards sector. The group is convened as and when required, to be consulted on issues related to this sector. The B.I.G was regularly consulted for example on the implementation of the COMAH regulations.

International Cooperation in OSH

Brunei Darussalam is a member of several international organisations namely, United Nations, World Health Organisations, Commonwealth of Nations, ASEAN, APEC and Organisation of the Islamic Conference (i.e. OIC Occupational Safety and Health Network) among others.



Within the United Nations, Brunei Darussalam is also a member of the International Labour Organisation (ILO); Brunei Darussalam became the 180th member on 17th January 2007. The ILO is responsible in overseeing international labour standards. It is the only “tripartite” United Nations agency that coordinates representatives from governments, employers and workers to jointly shape policies and programmes promoting good labour standards.

The Department of Labour of Brunei Darussalam have benefited from this membership, building the national labour infrastructure and benchmarking it against standards set by the international body. Brunei Darussalam recently has been addressing issues pertaining to the safety and health of workers, the related convention in the ILOs’ Promotional Framework for Occupational Safety and Health Convention, 2006 (No.187) and Occupational Safety and Health Convention, 1981 (No.155).

Brunei Darussalam has also implemented the WHO Global Plan of Action on Workers’ Health 2008-2017, where considerable achievement has been made in term of coverage of occupational health services, vulnerable worker groups (e.g. Healthcare workers), protection and promotion of health at workplace, human resource development, research in OSH among others.

International Cooperation in OSH

In addition, Brunei Darussalam is also affiliated with the ASEAN Occupational, Safety and Health Network (ASEAN-OSHNET). Other member countries includes; Cambodia, Indonesia, Laos, Malaysia, Thailand, Philippines, Singapore, Myanmar and Vietnam. The purpose of this organisation is to increase awareness, knowledge and skill in OSH for all stakeholders. The standardisation of OSH standards and guidelines will minimise the technical barrier amongst ASEAN countries.

Brunei Darussalam last hosted the 8th ASEAN-OSHNET Coordinating Board Meeting on the 24th April 2007. The programmes areas discussed were Information, Training, Research, Standards and Inspection. It was ascertained that ASEAN OSHNET shall be the principle tool to coordinate the regional cooperation and integration into an effective action specific to OSH issues.

7.1 **Bilateral cooperation**

Brunei Darussalam has long established a close economic and political relationship with Singapore. The Department of Labour of Brunei Darussalam with the cooperation of ILO and the Ministry of Manpower, Singapore has successfully conducted a workshop on the development of Brunei Darussalam's National OSH profile on the 23 – 24th November 2011.

The objective of the workshop was to share information on current workplace safety and health issues to the government and non-government agencies so that further analysis could be done to address any potential OSH issues. The vision statement proposed during the workshop was "Towards a Safe, Healthy Working Environment and Productive Workforce through Pervasive Preventive OSH Culture", with the strategic outcomes: Effective legislation and enforcement of OSH, Competent and effective workforce in OSH and Strong

International Cooperation in OSH

tripartite involvement in raising OSH standard. However, after further discussions with relevant stakeholders, the vision and mission has been rephrased accordingly as presented earlier in this profile.

Several promotional campaigns have been conducted in the past years. For the purpose of this profile, only selected specific events are displayed. The activities are as of the following:

| Year | Theme | Speaker |
|---|---|-----------|
| Labour Day Celebration with the Theme as follow: | | |
| 2007 | Occupational Safety and Health | Singapore |
| 2009 | Occupational Safety and Health | Singapore |
| 2010 | Safety Is A Way Of Life | Malaysia |
| Department of Labour initiatives: | | |
| 2011 | Brunei National OSH Profile Workshop | Singapore |
| 2012 | Workplace Safety and Health Order 2009 Seminar | Brunei |
| 2013 | Commemoration for World Day for Safety and Health At Work | Brunei |
| 2013 | Road Shows to four districts in Brunei Darussalam | Brunei |
| Department of Health Services: | | |
| 2011 | OIC –SESRIC workshop on Occupational Health | Malaysia |

OSH Education and Training

8.1 OSH Training for government officials

The recent increase in growth and development in Brunei Darussalam over the last decade has led to the increasing transparency of OSH awareness nationwide. Thus, prompting the government to become more aware of the importance of OSH issues. Each and every official responsible for the implementation of OSH must also be equipped with the necessary technical skills and experience, well versed in labour policies and OSH issues have good communication and problem solving skills to resolve issues brought forward by the public and essentially ensure the safety and health of workers in the workplace.

Due to the multi-department system, the existing government personnel has a variety of existing expertise and background ranging from health, law and engineers among others. The Working Group is still working towards to setting-out the acceptance criteria for these Authorised Officers and Inspectors. As this is a decision that could affect the whole nation in the long-term, further study and consultation is required before the WSH Steering Committee can agree on the solutions.

Continuous discussions have led the Working Group to identify that a minimum level of OSH knowledge adequate for a WSH Inspector which is a Level 3 in Occupational Safety and Health which is a fairly standard level for a safety and health officer to start off with.

In October 2012, the first batch of government officials from various ministries had graduated with the NEBOSH certification from one of the country's leading OSH training providers. These inspectors formed the initial core of the OSH regulatory inspectorate in Brunei Darussalam, under the auspicious leadership of the Department of Labour, Ministry of Home Affairs.

OSH Education and Training

On the other hand, the Occupational Health Division of Environmental Health Services undertakes training of doctors (both local and overseas), allied health professional and related officers in OHS in the form of organising short term attachments, delivering lectures and conducting workshops and seminars. So far, the division has received post graduate students (doctors) from Sri-Lanka, Myanmar, China, USA and Bosnia Herzegovina for training.

8.2 Other training organisations related to OSH



Within the government sector, the Civil Service Institute under the Prime Minister's Office is continuously organising seminars and short courses on Occupational Safety and Health, educating government officers of all levels within the government sector.

Private oil companies have their own safety and health standards to cater to the nature of their work. The Health, Safety and Environment (HSE) department of the industry which comprises of qualified OSH professional, provides in-house OSH services and training for its employees to ensure the safety and health of their workers. With the recent inclusion of new oil and gas companies over the last decade, there is a risk of them developing different misconstrued perceptions of what "optimal standards" should be like. This is where the Energy Department comes in to monitor the standards of HSE in the oil and gas industry as well other energy resources are all up to the standards expected nationally.

OSH Education and Training

There are also several private institutions that can provide internationally recognised OSH certifications in Brunei Darussalam. Officially there are no designated research institutes looking at safety and health. The Department of Labour have been working closely with educational institutions to develop their own speciality in the field of OSH. For example, University Brunei Darussalam (UBD) has also developed its own Masters in Public Health programme and Advanced Diploma in Environmental Health which contributes to the OSH skill pool in the country. In addition, OHD provides training support for the module on “Occupational Health” of the Master of Public Health programme. Furthermore, Ministry of Health and University of Brunei Darussalam are involved in research activities in OSH and several papers have been published so far.

There is a huge potential for universities, colleges, vocational training and private institutes to conduct their own short courses on OSH subjects that are specific to their work. One of the main purposes of establishing a research institute is to monitor and study the current legislations and OSH programmes. This is to ensure that they are still effective in deterring and managing the ever changing risks and hazards at the workplace.

There are also existing OSH training providers providing qualifications for SME's in Brunei Darussalam. These courses are intended to provide all the essential knowledge on OSH management for Managers and Health and Safety Officers. The course covers areas such as safety and health policy, risk assessment, mandatory or relevant safety and health training, accident investigation and safety and health. This instructive basic can be used as a foundation to a more OSH competent and secure enterprise in Brunei Darussalam.

OSH Education and Training

In addition to private organisations providing training for SME's, the government had also taken the initiative to address the issue as well. During the development of this profile, the Department of Labour and the ILO have begun discussions on introducing ILO's Participatory Action Oriented Training (PAOT) programmes in particular the Work Improvement in Small Enterprises (WISE) and Work Improvement in Small Construction Sites (WISCON), which could address a large proportion of construction projects in the country.

OSH MANPOWER DEVELOPMENT

9.1 OSH Officers at enterprise level

At the enterprise level, there is a general inconsistency on OSH awareness. It is a well-known concept that adequate training in OSH is good business as it minimises occupational injuries and illnesses, fatalities, compensation costs and sickness absenteeism. This will in turn result in increased productivity and profit to a company.



The duties of OSH officers at the workplace include, giving advice to employers on OSH matters, minimising occupational injuries and illnesses, familiarising with First Aid techniques, reducing hazards and risks possible among others. As mentioned earlier, there are no established national statistics on the number of OSH related personnel within the enterprise level, this is especially true due to the huge number of SMEs and the lack of governing worker body or associations to coordinate and account for SMEs. Various recommendations have been made to ensure a good level of OSH competency within the enterprises which will be continuously reviewed.

9.2 Qualifications required for OSH officers at enterprise level

Training is a fundamental aspect of an effective OSH management system. The purpose of OSH training is to improve a worker's awareness on OSH issues to first secure their own safety and health, which they can later apply to others. This interdependence and synergistic approach would in turn develop a culture of compliance to improve OSH outcomes at the workplace. Persons chosen to coordinate OSH at the enterprise level should be those with technical specialities.

OSH MANPOWER DEVELOPMENT

However, this is not necessarily the case in practice. The Department of Labour have yet to issue a national standard qualification or determine a specific set of qualifications for individual industries. Though some requirements are stipulated in the Workplace Safety and Health Officers Regulations 2013, the Department of Labour allowed a grace period to give an opportunity and time for the industries to align themselves to the recent legislations. In general, basic knowledge on OSH management and skills to coordinate OSH activities are minimal requirements.

The other major concern is the construction and manufacturing industry where statistical data has shown that over 60 per cent, in 2011 alone, of the reported accidents in the country came from these two industries. One of OSH training providers in the country has established, with close coordination with the Ministry of Development, a 2 day course, entitled “*Managing Health and Safety in Construction*”. Department of Labour has yet made any course/qualification as a legal requirement for construction companies to take part, but all options are under consideration.

Workmen's Compensation Scheme

In this chapter work process for compensation claims from the beginning till the cases are closed will be explained briefly. Statistics on work accidents and occupational diseases by industry/sector, occupation, gender, cause of injury and nature of injuries will be discussed further. Workmen's compensation claim should not be the only option for employers when accidents or work-related illnesses occur. Corrective actions shall be determined to prevent any re-occurring incidents, accidents and work-related illnesses. It is the employer's responsibility to ensure the safety, health and welfare of employees are taken care of when at work.

10.1 Work Process for Compensation Claims

The ideal scenario for any accidents and occupational diseases is that the employers themselves must be able to conduct their own accident investigation immediately. It is important to capture the immediate feedback from the witnesses, taking into consideration the current circumstances, photographs of the scene, securing the area and take corrective actions. This is intended to assist the authorising body in the accident investigation. However, currently this practice is conducted only by few companies. In time with further education and promotion, organisations would be able to learn more from workplace investigations.

The Workmen's Compensation Act 1957 shall be the primary tool to regulate and address issues on work-related injuries and occupational diseases in Brunei Darussalam as shown in Diagram 1. As of March 2013, amendments are still undergoing.

Workmen's Compensation Scheme

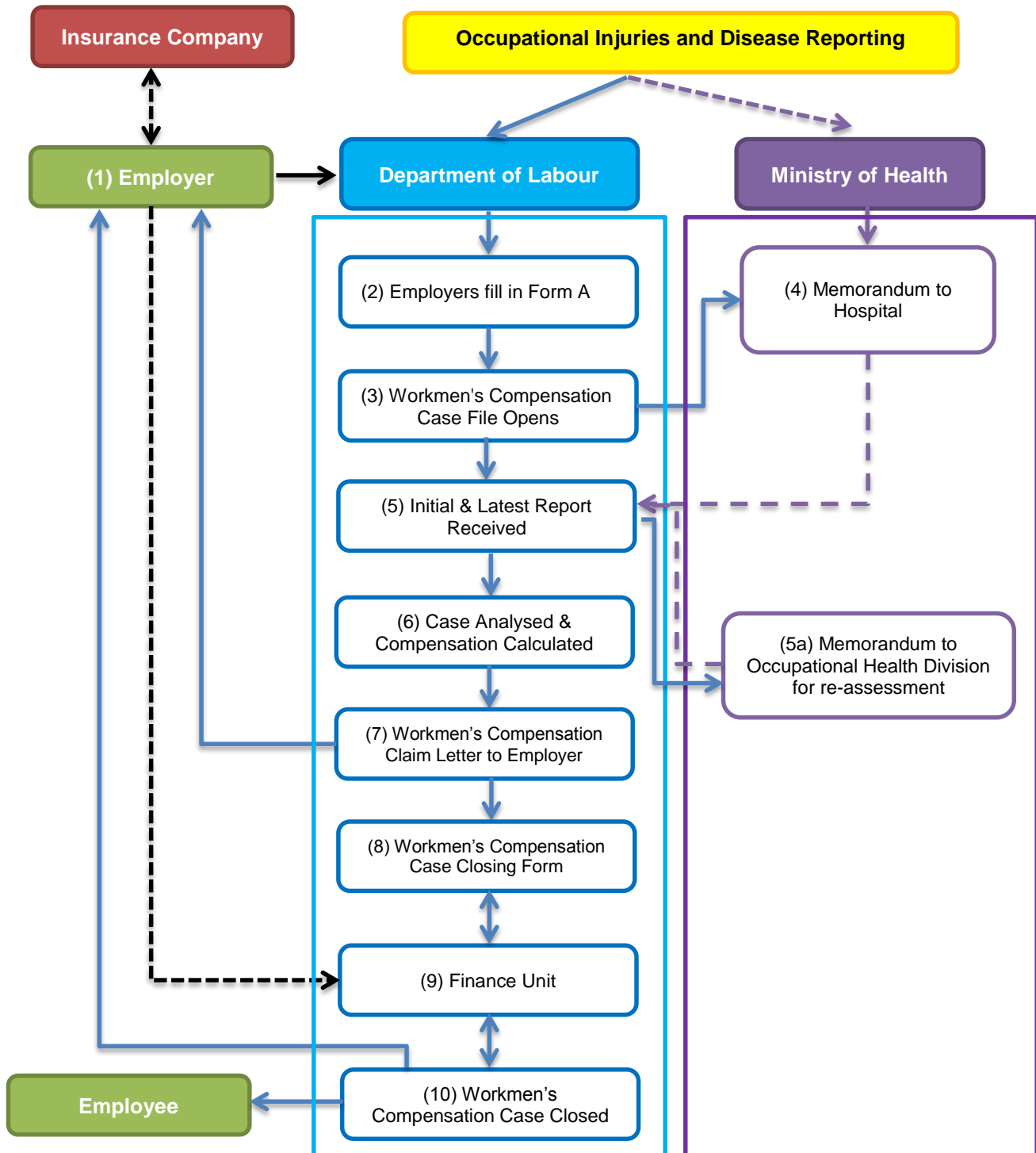


Diagram 1

Workmen's Compensation Scheme

1. Report from employers regarding occupational injuries and diseases of the employee.
2. The employers will be requested to fill in FORM A which has a checklist of necessary documents that needs to be presented to the department.
3. The case is opened and addressed to the Assistant Commissioner of Labour (ACL) for the next course of action.
4. Memorandum is sent to the relevant Government Hospitals to acknowledge the employee's accident and medical record.
5. Once the initial and latest medical report has been issued, the ACL shall decide the next course of action.
6. The Senior Labour Inspectors or Labour Inspectors shall analyse the eligibility of the victim for compensation. If eligible, then the next course of action would be to calculate the compensation.
7. Once calculation is complete, a letter shall be sent to the employer to address the payment.
8. A case closing form will be issued for the employer, employee and a witness from the Department of Labour to complete.
9. The Finance unit shall issue a cheque or bank draft in the victim's name or to the next of kin.
10. Both employer and employee should be present when the payment is conducted. A member of the Department of Labour shall witness the process.

Workmen's Compensation Scheme

10.2 Statistics on Workmen's Compensation

The statistics presented are of a 4 year period between January 2010 and December 2013. Please take note that the statistics presented does not represent the official national statistics as they are based on employers claiming for the workmen's compensation for their employees. There is therefore a high probability of under-reporting. With implementation of the Workplace Safety and Health Incident Reporting Regulation in the near future, Brunei Darussalam would be able to address as much as possible issue on collecting statistics. In addition, a strong statistical data will have a clearer picture of OSH in the country. Workplace accidents reported are divided into various categories as shown below:

10.2.1 Accident reported by industry / sector

| INDUSTRY / SECTOR | Cases reported in 2010 | Cases reported in 2011 | Cases reported in 2012 | Cases reported in 2013 |
|---|---------------------------|---------------------------|---------------------------|---------------------------|
| Construction | 73 | 69 | 83 | 92 |
| Manufacturing | 30 | 35 | 33 | 33 |
| Wholesale and Retail Trade; Repair Trade; Repair of Motor Vehicle & Motorcycle | 14 | 17 | 24 | 16 |
| Transport, Storage & Communications | 4 | 3 | 8 | 4 |
| Accommodation & Food Service Activities | 5 | 6 | 14 | 4 |
| Government | 5 | 6 | 4 | 2 |
| Professional, Scientific & Technical Activities | 3 | 6 | 4 | 1 |
| Education | 0 | 3 | 1 | 1 |
| Arts, Entertainment and Recreation | 3 | 0 | 1 | 1 |

Workmen's Compensation Scheme

| | | | | |
|---|------------|------------|------------|------------|
| Administrative and Support Service Activities | 2 | 1 | 0 | 0 |
| Activities of Household as employers, Undifferentiated Goods and Services Activities of Household | 2 | 8 | 1 | 6 |
| Other Service Activities | 2 | 0 | 1 | 1 |
| Electricity, Gas, Steam & Air-Conditioning Supply | 1 | 3 | 2 | 1 |
| Mining & Quarrying | 1 | 1 | 2 | 0 |
| Agriculture, Forestry and Fishing | 0 | 6 | 10 | 5 |
| Information & Communication | 0 | 0 | 1 | 0 |
| Total No. of Cases | 145 | 164 | 189 | 167 |

[Source: Workplace Safety and Health Division, Department of Labour]

The statistics above shows that the construction industry remains as the high risk industry for the past years with an increase of cases reported each year. Followed by the Manufacturing industry, which includes food and beverage industry; manufacturing of timber; furniture and fitting; printing & publishing; garments; etc. Whereas, Information & Communication sector is seen as the least reported cases for accidents happening at the workplace.

10.2.2 Accident reported by occupation

| Occupation | Cases reported in 2010 | Cases reported in 2011 | Cases reported in 2012 | Cases reported in 2013 |
|---|------------------------|------------------------|------------------------|------------------------|
| Elementary Occupations | 85 | 88 | 138 | 108 |
| Plant and Machine Operators and Assemblers | 15 | 9 | 21 | 20 |

Workmen's Compensation Scheme

| | | | | |
|--|-----|-----|-----|-----|
| Technicians & Associate Professionals | 32 | 22 | 17 | 21 |
| Service Workers and shop and market sales workers | 7 | 9 | 4 | 7 |
| Professionals | 1 | 5 | 3 | 8 |
| Crafts and Related Trades Workers | 1 | 2 | 1 | 1 |
| Legislators | 1 | 0 | 2 | 0 |
| Clerks | 0 | 0 | 3 | 0 |
| Skilled Agricultural and Fishery Workers | 0 | 1 | 0 | 2 |
| Unidentified cases | 3 | 28 | 0 | 0 |
| Total No. of Cases | 145 | 164 | 189 | 167 |

[Source: Workplace Safety and Health Division, Department of Labour]

Occupations such as labourers in mining, construction, manufacturing and transport are classified under *Elementary Occupation*. Drivers and mobile plant operators are examples of job occupations under *Plant and Machine Operators and Assemblers*. For the *Technicians & Associate Professionals* Occupation, these are classified as persons who work as engineers, mechanics, etc.

Observation since 2010 shows that the highest number of accidents reported comprised of those working under the *Elementary Occupation*. The lowest number of reported accidents is *Legislator* where in the past four (4) years only two (2) accidents are reported which is in 2012. Analysis of the statistics shown is correlated to high risk industry as mentioned previously.

Workmen's Compensation Scheme

10.2.3 Accident reported by gender

| Gender | Cases reported in 2010 | Cases reported in 2011 | Cases reported in 2012 | Cases reported in 2013 |
|---------------------------|------------------------|------------------------|------------------------|------------------------|
| Male | 136 | 152 | 184 | 163 |
| Female | 9 | 12 | 5 | 4 |
| Total No. of Cases | 145 | 164 | 189 | 167 |

[Source: Workplace Safety and Health Division, Department of Labour]

In relationship to gender, there are more males than females reporting to Workplace Safety and Health Division. About 97 per cent reported injuries are males for the four (4) year period. From the statistics, it can be concluded that there is a higher population of male employees working in high risk industries such as constructions and manufacturing compared to female employees.

10.2.4 Accident reported by cause of injury

| Cause Of Injury | Cases Reported in 2010 | Cases Reported in 2011 | Cases Reported in 2012 | Cases Reported in 2013 |
|--|------------------------|------------------------|------------------------|------------------------|
| Getting Stuck in or Between Objects | 16 | 20 | 44 | 25 |
| Struck by falling / flying objects | 37 | 27 | 37 | 38 |
| Falls on the same level, slips, overturning, trips | 11 | 16 | 24 | 21 |
| Collisions, struck by objects | 28 | 29 | 18 | 12 |
| Falls of persons from height | 19 | 10 | 16 | 26 |
| Collapse (Crumbled) | 0 | 0 | 2 | 0 |
| Overexertion or Strenuous Movement | 0 | 0 | 1 | 0 |
| Exposure To or Contact with Extreme Temperatures | 1 | 0 | 1 | 2 |

Workmen's Compensation Scheme

| | | | | |
|---|-----|-----|-----|-----|
| Extreme Pressure, Noise Asphyxiation, Drowning | 0 | 2 | 0 | 0 |
| Exposure To or Contact with Harmful Substances or Radiations | 1 | 1 | 3 | 1 |
| Fire Explosion | 1 | 0 | 7 | 0 |
| Exposure To or Contact with Electric Current | 1 | 2 | 0 | 0 |
| Unknown Causes | 27 | 29 | 27 | 42 |
| Unidentified | 3 | 28 | 9 | 0 |
| Total No. of Cases | 145 | 164 | 189 | 167 |

[Source: Workplace Safety and Health Division, Department of Labour]

The table above shows the causes of injuries at workplaces. Most injuries that have been recorded are caused by getting stuck in or between objects and struck by falling/flying objects. Example of cases reported are foot getting stuck in a machine; finger cut by a planer machine; pieces of sharp metal bar striking the body and flying debris getting into the eye.

The highest cause of injuries recorded was persons getting stuck in or between objects in 2012 with statistics of forty-four (44) cases. It is concerning that the number of people falling from height has increased by eleven per cent (11%) in 2013. This might be due to the increase in construction projects that has been actively involved in developing Brunei Darussalam towards Vision 2035.

Apart from that, the number of injuries under the category of getting stuck in or between objects had decreased by 28 per cent. This decrease implies that employers and employees are aware of the risks involved and adequate equipment is provided to reduce the possibility of getting injured.

Workmen's Compensation Scheme

Note:

Unknown Causes category indicates that Workplace Safety and Health Division had not received a medical report stating the main cause of injuries by a medical specialist. Upon receiving the medical report, the statistics will be amended to present an accurate figure of injuries at workplaces.

10.2.5 Accident reported by nature

| Nature of injuries | Cases reported in 2010 | Cases reported in 2011 | Cases reported in 2012 | Cases reported in 2013 |
|---|------------------------|------------------------|------------------------|------------------------|
| Superficial injuries and open wounds | 47 | 42 | 62 | 51 |
| Fractures | 35 | 37 | 41 | 22 |
| Dislocations, Sprains and Strains | 3 | 3 | 5 | 0 |
| Traumatic Amputations | 11 | 8 | 9 | 2 |
| Concussion and Internal Injuries | 0 | 0 | 3 | 0 |
| Burns, Corrosions, Scalds and Frostbite | 2 | 0 | 8 | 1 |
| Acute Poisonings and Infections | 0 | 0 | 4 | 0 |
| Death – Work Related | 6 | 7 | 8 | 10 |
| Death – Not Work Related | 15 | 2 | 4 | 1 |
| Unspecified Injury | 23 | 37 | 45 | 72 |
| Unidentified Cases | 3 | 28 | 0 | 8 |
| Total No. of Cases | 145 | 164 | 189 | 167 |

[Source: Workplace Safety and Health Division, Department of Labour]

Workmen's Compensation Scheme

The data is collected by analysing medical reports received from government hospitals where the injured worker was sent for treatment. The highest number of injuries are due to *Superficial Injuries and Open Wounds*. Superficial Injuries can be identified as abrasions, blisters (non-thermal), contusions, and puncture wounds (without major open wounds). Open wounds includes cuts, lacerations, puncture wounds (with penetrating foreign body) and animal bites.

The second highest nature of injuries is *Unspecified Injury*. This is due to unclear reports received from medical specialist concerning the employee's injury. Under these circumstances, when injuries require a clear confirmation for the purpose of compensation, the Workplace Safety and Health Division will request for another medical report from the medical specialist.

Fracture is accounted to be the lowest with an average of 34 persons for the past four (4) years period. This type of injury might be due to persons struck by falling/flying objects or persons falling from height.

10.2.6 Accidents in the Health Sector

| Nature of Injuries | Cases reported in 2011 | Cases Reported in 2012 | Cases Reported in 2013 |
|---------------------------|---------------------------|---------------------------|---------------------------|
| Needle Stick Injuries | 52 | 16 | 20 |
| Other Injuries | 9 | 14 | 3 |
| Total No. of Cases | 61 | 30 | 23 |

[Source: Occupational Health Division, Environmental Health Services]

The health sector has seen a rapid decline in "Needle Stick Injuries" from year 2011 to 2013, which essentially contributes to reduced accidents in the health sector in general. This shows that education and training on prevention have been developed to reduce occupational injuries and diseases at workplaces.

Workmen's Compensation Scheme

10.2.7 Occupational and Work Related Diseases

| Nature of Diseases | Cases Reported in 2010 | Cases Reported in 2011 | Cases Reported in 2012 | Cases Reported in 2013 |
|---------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| Noise Induced Hearing Loss | 50 | 67 | 37 | 26 |
| Occupational Dermatitis | 4 | 2 | 1 | 0 |
| Occupational Asthma | 1 | 0 | 0 | 1 |
| Hypersensitivity Pneumonitis | 0 | 0 | 1 | 0 |
| Mesothelioma | 1 | 0 | 0 | 0 |
| Heat Stroke | 0 | 0 | 1 | 0 |
| Melioidosis | 0 | 0 | 0 | 1 |
| Total No. of Cases | 56 | 69 | 40 | 28 |

[Source: Occupational Health Division, Environmental Health Services]

Occupational diseases are challenging to be detected at workplaces as the employees and employers are unaware of any factors that may contribute to occupational diseases. According to the table shown, noise induced hearing loss have been the highest work related disease. This is due to the repeated exposure to loud sounds over a period of time. The cases recorded are mostly related to Construction Sector and Oil and Gas Sector. This can be seen that these sectors are at high risk of noise induced hearing loss.

Challenges and Recommendations on National OSH Activities

Several initiatives had been taken to ensure adequate preparation for an effective enforcement of the Workplace Safety and Health Order 2009 in Brunei Darussalam. However, there are several challenges faced to achieve this goal.

Issue on Manpower

There is an apparent limited number of trained personnel in safety and health in the country. This limits the scope relative to the number of the working population. Despite this, government agencies will carry out as many site-visits to workplaces as possible and directly approach individuals in order to educate them on the legislation. As mentioned in Chapter 10, Brunei Darussalam is facing higher occupational incidents in the Construction and Manufacturing industry.

At present, the Workplace Safety and Health Division are resolving the lack of manpower and resources by capacity building, providing further training to current employees. The division aims to appoint specialised Authorised Officers and Inspectors from industry sectors to organise and implement OSH activities according to the legal requirements provided by the Workplace Safety and Health Division. In the future, Authorised Officers and Inspectors will be appointed from other related government agencies.



Whilst recruitment of more safety and health personnel remains a priority, joint inspection with relevant government agencies has already been carried out in the field. In addition, knowledge and experience will be gained from the respective inspections.

Challenges and Recommendations on National OSH Activities

Data Collection and Analysis

Collection of statistics and a reliable reporting system is essential to produce an accurate figure of work-related injuries. The issue with under-reporting is a serious challenge in establishing an accurate statistical data for the purpose of making accurate research, correct



formulation on prevention and reduction of workplace accident rates in the country. In the future, Brunei Darussalam's target is to establish a central system where related government agencies are able to efficiently send information on reporting, recording and notifying workplace incidents. This is an important aspect of the legislation as stipulated in the Workplace Safety and Health Incident Reporting Regulations 2013.

The existing reporting system needs significant improvement as there are gaps in statistics between government agencies. In addition, there are still issues with under-reporting from government agencies and the private sectors. Several studies reveal similar conclusions to why workers under-report their injuries, fear of reprisal, believing injury is a natural consequence of their work, the process of ageing and ultimately the fear of losing their job.

Establishing an integrated IT workplace accident/incident reporting system would be a step forward for the country. This would ensure a consistent and reliable data sharing system between relevant government agencies as well as the private sector. The Department of Labour would in the near future develop a form of online reporting system to supplement or completely replace the traditional manual reporting system. This has been referred to as the Labour Control System (LCS). Through this online reporting system, employers can submit incidents or injuries to the Department

Challenges and Recommendations on National OSH Activities

of Labour in accordance to the Workplace Safety and Health (Incident Reporting) Regulations 2013 as well as for compensation cases pertaining to the Workmen's Compensation Act 1957.

Financial Aspects



Proposals on OSH activities will include training and development, recruitment of staff, awareness campaigns and central reporting and notification systems. As there are budget restraints for the departments involved, the available resources will have to be diverted sparingly.

Companies and government sectors tend to overlook the importance of investing in safety and health. In most circumstance, a good working environment will improve the economy of several industrial sectors as there are more efficient and competent employees handling their business activities. In addition, companies and government sectors with exceptional OSH standards will incur a respectable reputation.

Issue on Skilled Employees

Introducing a safety and health culture at the workplace is quite complex due to the lack of knowledge and awareness from several industry sectors. This situation is reflected by workplaces where ergonomics are poor and employees neglect the use of Personal Protective Equipment (PPE). In addition, training according to job specification is seen essential for employees to carry out tasks at hand safely.

Challenges and Recommendations on National OSH Activities

Migrant Workers



Due to globalisation and ease of transportation, more than 200 million people in the world work in countries other than country of birth. Safe labour is a powerful element in developing the economy of the receiving country. Ensuring a safe and healthy workplace for migrant workers is difficult to achieve without a good safe work

culture, national OSH policy, regulatory tools, compliance, training and a good quality labour inspection system in place in the country.

The most prevalent occupational practices that increase the risks at workplaces are lack of training in occupational safety and health, lack of PPE, inadequate training in the proper use of machinery and long working hours. The situation is further complicated by overcrowding and poor sanitary conditions. OSH matters need to be properly tackled at policy and workplace levels. Reasonable precautionary steps must be taken to ensure that workers are protected from injury or health hazards arising from their work activities.

Challenges and Recommendations on National OSH Activities

Emerging Occupational and Work-Related Diseases

Statistics on accidents can be easily followed, but less attention has been given to cases of exposure to migrant workers to different hazardous substances at work, which may attribute to various occupational diseases. The most common workplace hazards include *physical*; poor lighting, noise, extreme temperatures, humidity and radiation, *biological*; various pathogenic bacteria, fungi and parasites, *exposure to chemicals and dusts*, *ergonomic issues as well as psychosocial issues*. Therefore, there is an increasing need for mandatory OSH training and information services for newly arrived workers who may be subjected to high risk at the work place.

Developing Induction OSH Training

New migrant workers from an unskilled background have little knowledge, training and awareness of occupational safety and health issues or safety-related personal accountability at workplaces, as a result they tend to expose themselves to various hazards and suffer work-related accidents. One of the challenges of proper education is language barrier, considering the background of the workers. One of the possible solution is to train the supervisors/managers themselves, so that they apply the knowledge in a way understood by the workers.



Challenges and Recommendations on National OSH Activities

Developing an appropriate induction OSH training programme would enable the workers themselves to be more aware of the knowledge necessary for preventing occupational accidents. OSH training materials should also be catered accordingly to sectors for example construction and manufacturing industry among others. The new workers can be thoroughly introduced to the national OSH legislation, Department of Labour inspection system and compensation processes among others.

Public Awareness

Public awareness on safety and health is important as it contributes to the working behaviour of every individual. One way of promoting safety and health is through the media as this will distribute information directly to the people. OSH programmes should cater to increase OSH awareness among the administrators, policy makers and professionals. Publicity and media coverage on OSH via TV, road shows, radio, internets, social networks and newspapers are important to increase public awareness on OSH. This is yet to be established as employers and employees need reliable information to ensure that they are up to the minimum standard required by the Department of Labour.

In addition to prescribing policies and laws to the workplace, there is a need to recognise and acknowledge organisations and persons who have been proactive in pursuing a safer and healthier environment at the workplace. Acknowledging these organisations and persons of their work, we would be able to encourage others to strive for a similar excellence. Annual awards and presentations to companies and individuals with exemplary records and OSH performance could be arranged. This additional incentive could provide the drive to improve safety and health in the country.

ANNEX

ANNEX

The following are amongst the regulations that supplement the WSHO 2009, namely:

1. Workplace Safety and Health (General Provisions) Regulations
2. Workplace Safety and Health (Incident Reporting) Regulations
3. Workplace Safety and Health (First Aid) Regulations
4. Workplace Safety and Health (Workplace Safety and Health Officers) Regulations
5. Workplace Safety and Health (Workplace Safety and Health Committees) Regulations
6. Workplace Safety and Health (Risk Management) Regulations
7. Workplace Safety and Health (Construction) Regulations
8. Workplace Safety and Health (Facilities) (Control of Major Accident Hazards) Regulations

ANNEX

Source of information: **Brunei Darussalam Statistical Yearbook 2011**

1. Gross Domestic Product by Oil and Gas and Non-Oil and Gas Sectors

| Tahun Year | BND Juta/Million | | | | |
|---|------------------|----------|----------|----------|----------|
| | 2007 | 2008 | 2009 | 2010 | 2011 (p) |
| Keluaran Dalam Negeri Kasar Harga Semasa Gross Domestic Product Current Prices | 18,458.4 | 20,397.9 | 15,611.4 | 16,867.3 | 20,579.2 |
| Sektor Minyak & Gas Oil & Gas Sector | 12,332.9 | 14,300.0 | 9,417.0 | 10,461.8 | 13,923.2 |
| Sektor Bukan Minyak & Gas | 6,125.5 | 6,097.9 | 6,194.3 | 6,405.5 | 6,656.0 |
| Kerajaan Government | 2,239.4 | 2,152.2 | 2,189.7 | 2,312.5 | 2,412.5 |
| Swasta Private | 3,886.1 | 3,945.7 | 4,004.6 | 4,093.0 | 4,243.5 |
| Keluaran Dalam Negeri Kasar Harga Tetap Gross Domestic Product Constant Prices | 11,986.2 | 11,753.8 | 11,546.4 | 11,846.5 | 12,108.1 |
| Sektor Minyak & Gas Oil & Gas Sector | 6,023.7 | 5,650.5 | 5,388.5 | 5,504.6 | 5,542.5 |
| Sektor Bukan Minyak & Gas Non-Oil & Gas Sector | 5,962.6 | 6,103.4 | 6,157.9 | 6,341.9 | 6,565.6 |
| Kerajaan Government | 2,206.5 | 2,266.9 | 2,297.9 | 2,388.2 | 2,468.9 |
| Swasta Private | 3,756.1 | 3,836.5 | 3,860.0 | 3,953.7 | 4,096.7 |

Sumber : Jabatan Perancangan dan Kemajuan Ekonomi, Jabatan Perdana Menteri
Source : *Department of Economic Planning and Development, Prime Minister's Office*

ANNEX

2. Gross Domestic Product Per Capita

| | BND juta/Million | | | | | |
|---|------------------|----------|----------|----------|----------|-----|
| Tahun Year | 2007 | 2008 | 2009 | 2010 | 2011 | (p) |
| Harga Semasa (Current Prices) | | | | | | |
| Keluaran Dalam Negeri Kasar (KDNK) (BND juta) Gross Domestic Product (GDP) (BND million) | 18,458.4 | 20,397.9 | 15,611.4 | 16,867.3 | 20,579.2 | |
| Kadar Pertumbuhan KDNK (Peratus) GDP Growth Rate (Percentage) | 1.3 | 10.5 | (23.5) | 8.0 | 22.0 | |
| KDNK Per Kapita (BND) GDP Per Capita | 49,887.6 | 54,394.4 | 41,071.8 | 43,607.3 | 52,314.9 | |
| Kadar Pertumbuhan KDNK Per Kapita (Peratus) GDP Per Capita Growth Rate (Percentage) | (0.2) | 9.0 | (24.5) | 6.2 | 20.0 | |
| Harga Tetap (Constant Prices) | | | | | | |
| Keluaran Dalam Negeri Kasar (KDNK) (BND juta) Gross Domestic Product (GDP) (BND million) | 11,986.2 | 11,753.8 | 11,546.4 | 11,846.5 | 12,108.1 | |
| Kadar Pertumbuhan KDNK (Peratus) GDP Growth Rate (Percentage) | 0.2 | (1.9) | (1.8) | 2.6 | 2.2 | |
| Keluaran Dalam Negeri Kasar Per Kapita (BND) Gross Domestic Product Per Capita | 32,395.1 | 31,343.5 | 30,377.3 | 30,626.9 | 30,778.1 | |
| Kadar Pertumbuhan KDNK Per Kapita (Peratus) GDP Per Capita Growth Rate (Percentage) | (35.2) | (3.2) | (3.1) | 0.8 | 0.5 | |
| Penduduk (Ribu) <i>Population (Thousand)</i> | 370.0 | 375.0 | 380.1 | 386.8 | 393.4 | |
| Kadar Pertumbuhan Penduduk (Peratus) <i>Population Growth Rate (Percentage)</i> | 1.5 | 1.4 | 1.4 | 1.8 | 1.7 | |

Sumber : Jabatan Perancangan dan Kemajuan Ekonomi, Jabatan Perdana Menteri
Source : Department of Economic Planning and Development, Prime Minister's Office

Nota : Keluaran Dalam Negeri Kasar Per Kapita dan Penduduk adalah semakan berasaskan data terakhir
Banci Penduduk dan Perumahan 2011

Note : Gross Domestic Product Per Capita and Population are based on final data of the
Population and Housing Census 2011

ANNEX

3. Labour Force Estimate 2007– 2011

| Tenaga Kerja Labour Force | 2007 | 2008 | 2009 | 2010 | 2011 |
|--|---------|---------|---------|---------|---------|
| Jumlah Tenaga Kerja Total Labour Force | 175,700 | 178,700 | 179,600 | 183,500 | 185,900 |
| Lelaki Male | 104,400 | 106,400 | 106,200 | 108,500 | 109,800 |
| Perempuan Female | 71,300 | 72,300 | 73,400 | 75,000 | 76,100 |
| Pekerja Employed | 169,400 | 171,700 | 175,000 | 178,200 | 182,700 |
| Lelaki Male | 101,700 | 103,200 | 104,200 | 106,100 | 108,400 |
| Perempuan Female | 67,700 | 68,500 | 70,800 | 72,100 | 74,300 |
| Penganggur Unemployed | 6,300 | 7,000 | 4,600 | 5,300 | 3,200 |
| Lelaki Male | 2,700 | 3,200 | 2,000 | 2,400 | 1,400 |
| Perempuan Female | 3,600 | 3,800 | 2,600 | 2,900 | 1,800 |
| Kadar Penyertaan Tenaga Kerja Labour Force Participation Rate | 66.7 | 66.9 | 66.4 | 66.6 | 66.4 |
| Lelaki Male | 76.8 | 77.1 | 76.0 | 76.3 | 75.7 |
| Perempuan Female | 55.9 | 56.0 | 56.2 | 56.3 | 56.4 |
| Kadar Pengangguran Unemployment Rate | 3.6 | 3.9 | 2.6 | 2.9 | 1.7 |

- Sumber : Jabatan Perancangan dan Kemajuan Ekonomi, Jabatan Perdana Menteri
Source : Department of Economic Planning and Development, Prime Minister's Office
Nota : (1) Angka pengangguran berasaskan maklumat pencari kerja yang berdaftar di Jabatan Buruh dan Agensi Pekerjaan Tempatan dan Pembangunan Tenaga Kerja (APTK).
Tenaga Kerja Umur 15 Tahun Hingga 64 Tahun.
Unemployed figure is based on registered job seekers at Labour Department and Local Employment and Workforce Development Agency (APTK).
Labour Force Age 15 Years to 64 Years
- (2) Angka tenaga kerja adalah anggaran sementara dan tertakluk kepada perubahan berasaskan data Tenaga Kerja dari Banci Penduduk dan Perumahan 2011.
Labour force figures are provisional estimates and subject to revised based on Labour Force data from Population and Housing Census 2011

ANNEX

4. Number of Employees in the Private Sector By Major Occupation Group

**BILANGAN PEKERJA DALAM SEKTOR SWASTA
MENGIKUT KUMPULAN PEKERJAAN UTAMA
NUMBER OF EMPLOYEES IN THE PRIVATE SECTOR BY
MAJOR OCCUPATION GROUP**

| Kumpulan Pekerjaan Group Occupation | 2005 | 2006 | 2007 | 2008 | 2009 |
|---|---------|---------|---------|---------|---------|
| Pengubal Undang-Undang, Pegawai Pentadbir dan Pekerja Berkaitan Legislators, Administration and Related Workers | 10,007 | 10,635 | 11,337 | 11,435 | 10,931 |
| Ahli Professional dan Pekerja Berkaitan Professional and Related Workers | 7,203 | 7,473 | 7,976 | 8,039 | 8,963 |
| Juruteknik dan Ahli Professional Bersekutu dan Pekerja Berkaitan Technicians and Associate Professional and Related Workers | 7,543 | 7,831 | 9,840 | 10,513 | 10,275 |
| Pekerja Perkeranian dan yang Berkaitan Clerical and Related Workers | 6,837 | 7,024 | 8,076 | 8,064 | 7,917 |
| Pekerja Perkhidmatan, Kedai, Pasar, Pertanian, Perikanan, Pekerja Pengeluaran Pertukangan, Operator dan Pemasangan Loji dan Jentera & Pekerja Berkaitan Service Workers, Shop, Market, Agricultural, Fishery, Production Craftsmen, Plant and Machine Operators and Assemblers & Related Workers | 46,979 | 42,962 | 50,902 | 51,066 | 46,257 |
| Pembersih, Buruh dan Pekerja Berkaitan Cleaners, Labourers and Related Workers | 28,251 | 31,397 | 37,202 | 38,294 | 36,615 |
| Keseluruhan Pekerjaan All Occupation | 106,280 | 107,322 | 125,333 | 127,410 | 121,158 |

Sumber : Jabatan Buruh, Kementerian Hal Ehwal Dalam Negeri

Source : Labour Department, Ministry of Home Affairs

Nota : Banci Majikan dan Pekerja, Jabatan Buruh

Note : Labour Department's Annual Census on Employers and Employees

ANNEX

5. Number of Employees in the Private Sector By Major Occupation Group (cont.)

**BILANGAN PEKERJA DALAM SEKTOR SWASTA
MENGIKUT KUMPULAN PEKERJAAN UTAMA (Sambungan)
NUMBER OF EMPLOYEES IN THE PRIVATE SECTOR BY
MAJOR OCCUPATION GROUP (Continued)**

| | |
|--|---------|
| Kumpulan Pekerjaan Group Occupation | 2010 |
| Pekerja Tidak Diklassifikasi Mengikut Pekerjaan Workers Not Classifiable By Occupation | 6 |
| Perundangan, Pengurusan dan Lain-Lain Pekerjaan yang Berkaitan Legislators, Managers and Senior Officials | 8,970 |
| Profesional Professionals | 10,224 |
| Pekerja Teknikal dan Profesional Bersekutu Technicians and Associate Professionals | 13,154 |
| Pekerja Sokongan Perkeranian Clerical Support Workers | 5,454 |
| Pekerja Perkhidmatan dan Jualan Service and Sales Workers | 18,796 |
| Pekerja Mahir Pertanian, Perhutanan dan Perikanan Skilled Agricultural, Forestry and Fisher Workers | 524 |
| Pekerja Kemahiran Pertukangan Tangan dan yang berkaitan Craft And Related Trades Workers | 15,561 |
| Operator Mesin, Loji dan Pemasangan Plant And Machine Operators, And Assemblers | 6,841 |
| Pekerja bagi Pekerjaan Asas Elementary Occupations Workers | 37,657 |
| Keseluruhan Pekerjaan All Occupation | 117,187 |

Sumber : Jabatan Buruh, Kementerian Hal Ehwal Dalam Negeri

Source : Labour Department, Ministry of Home Affairs

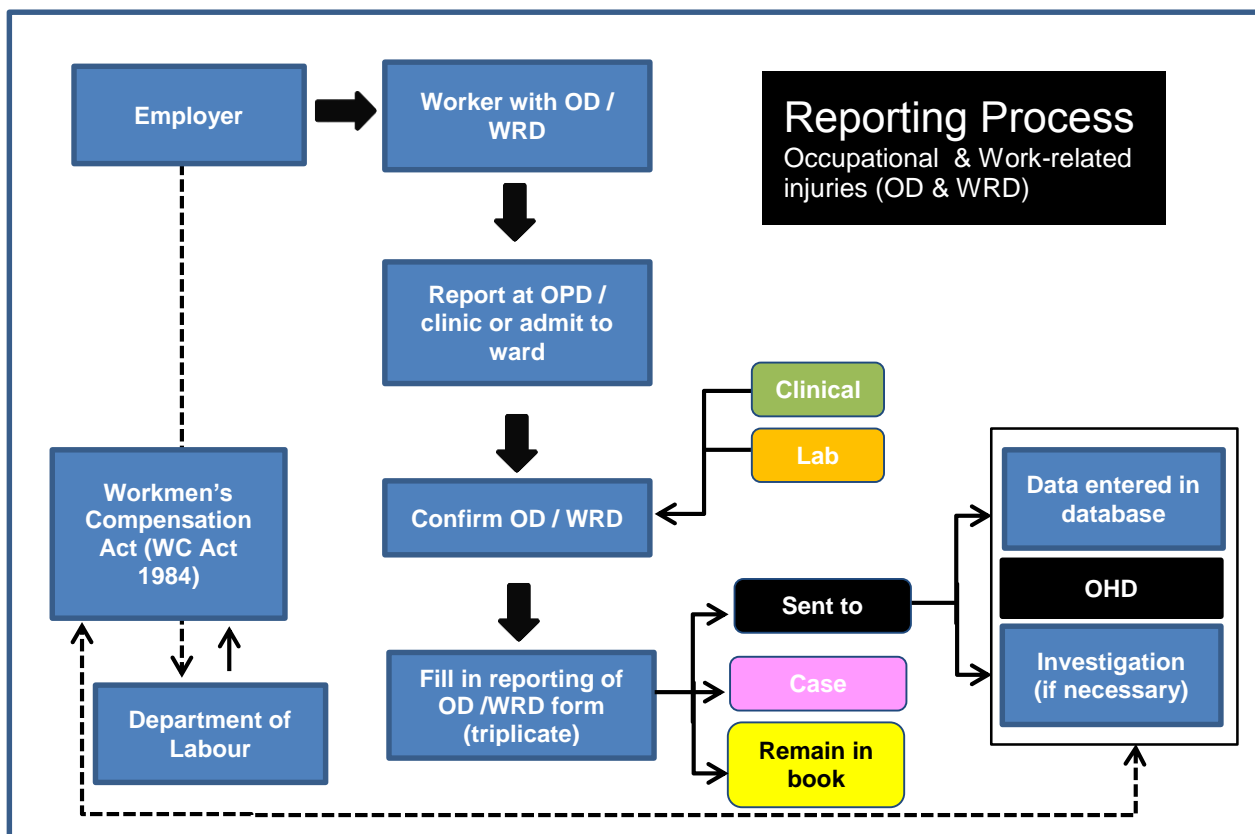
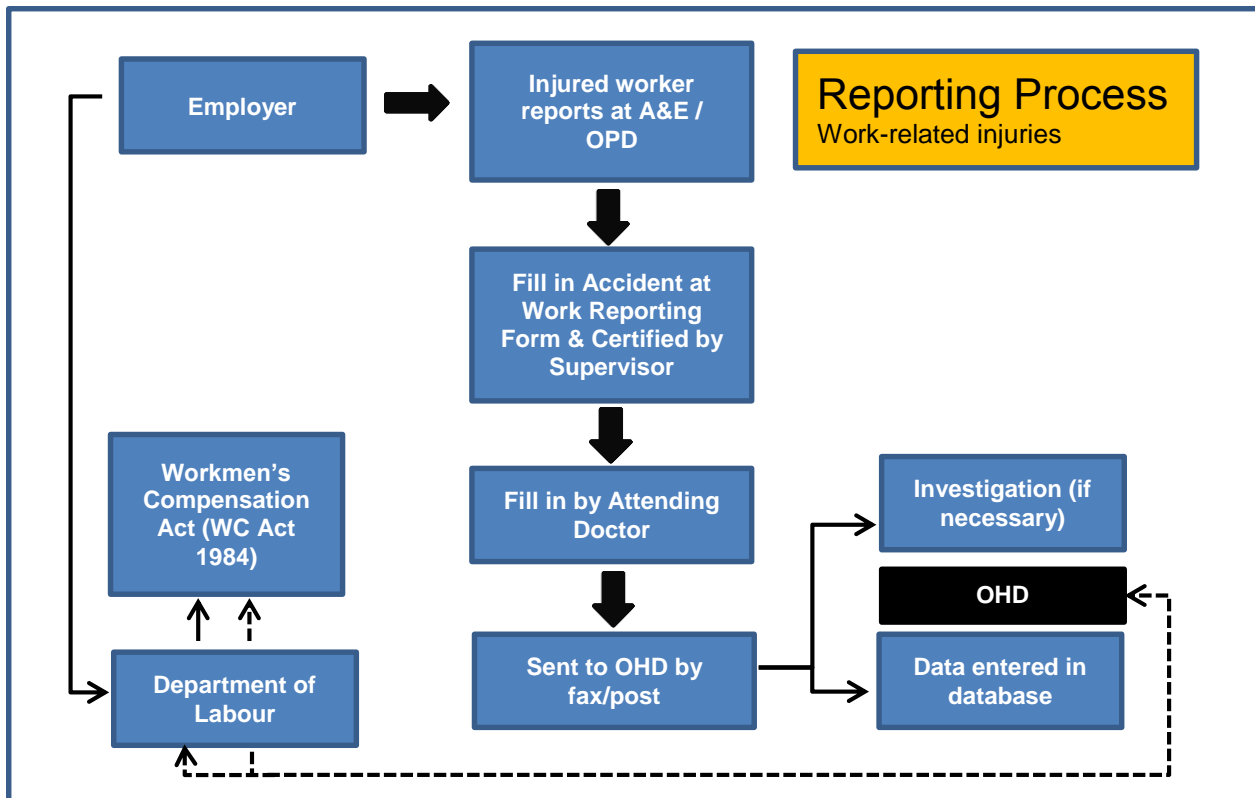
Nota : (1) Banci Majikan dan Pekerja 2010, Jabatan Buruh

Note : Labour Department's Annual Census on Employers and Employees for the year 2010 (2)

Industry Group - Referring to ISIC Rev. 4 Industry Classifications

ANNEX

6. Ministry of Health Work Injury/Disease Notification System



**Workplace Safety and Health Division
Department of Labour
Jalan Dewan Majlis
Bandar Seri Begawan BB3910
Brunei Darussalam**

**Tel : +673 2383905
Fax : +673 2383244**

**Email: info.buruh@buruh.gov.bn
www.labour.gov.bn**