



## Workplace Safety Notice (WSN)

<b>TOPIC</b> Risks and Dangers to Lone Workers			<b>Reference Number</b> 2020/WSN/01
<b>Approved by:</b> Chief Inspector	<b>Issue date:</b> 16 July 2020	<b>Expiry date:</b> None	<b>Revision No:</b> 1

The Safety, Health and Environment National Authority (SHENA) would like to caution and highlight to the public in particular, all principals, employers, occupiers, self-employed persons and persons at work on the risks and dangers that may be encountered by Lone Workers.

A Lone Worker refers to any person who works by themselves without any close or direct supervision or in isolation from others. This does not mean that the worker is physically alone but means that they may be in a separate location from their team or manager. The tremendous growth in technology as well as the emergence of increased remote working conditions have increased the number of Lone Workers.

Following a recent workplace fatality reported to SHENA which is currently under investigation, it was identified that the deceased was working alone and without any supervision when the incident happened.

SHENA would like to inform that there is nothing specific in the law which prohibits persons from working alone and it is often safe to do so. However, all principals, employers, occupiers and self-employed persons and other persons at work which include Lone Workers still have a legal obligation to carefully consider health and safety risks and adhere to the basic requirements of workplace safety, health and environment and to risk assess the activity prior to engaging in any work that may potentially be detrimental to themselves or persons in the vicinity as legally required under the Workplace Safety and Health (Risk Management) Regulations, 2014. If such risks are not controlled, they may lead to an increased likelihood of injuries or have fatal consequences. The risk assessment shall determine whether or not an employee may work alone.

Lone Workers face the same risks as any other person but there are greater risks associated with working alone because of the lack of direct supervision as well as the lack of help or support if any incidents or accidents are to occur at the workplace. As an employer, it is important that any Lone Workers who are undertaking tasks on your behalf are suitably trained, monitored, provided with the necessary support and have access to reliable means of communication. It is integral for any employer to consider the potential risks that lone working employees face and offer best practice guidance.

In establishing a healthy and safe working environment for the Lone Worker so that he is not put at risk, you must also assess the areas of risk including but not limited to factors such as exposure to violence, manual handling, the medical suitability and experience of the Lone Worker and whether he is suitably trained, the type of equipment involved and whether the workplace itself pose a risk to him. There is also a need to assess their work experience and preparedness to work alone and whether they have the relevant training to safely undertake the job as well as how they will contact you or their supervisor in the event of any concern, incident or injury.

Employers, Occupiers and Principals are also therefore reminded of their duty to take every reasonable precaution to ensure the safety of Lone Workers. This includes consideration of the needs of Lone Workers or Self-Employed Persons prior to permitting them to work on any work site.

As a Lone Worker, you should also personally risk assess the work to be undertaken and take necessary measures to protect yourself. Ensure the equipment, material and substances to be used by you, have been well maintained and inspected prior to use. Equipment, material or substances that could cause injury to you or to persons who may be in contact with you whilst at work should not be used without suitable and safe control measures in place. SHENA would like to remind Lone Workers that they are not only responsible for their own personal health, safety and welfare but also of the persons who may be impacted by the activities that he/she carries out. It is therefore important that any Lone Worker is suitably trained and has adequate experience in the work to be undertaken.

Should there be any questions concerning this guidance, please contact SHENA at +673 238 2000 or email [info@shena.gov.bn](mailto:info@shena.gov.bn). SHENA would like to thank all stakeholders for their cooperation in ensuring Brunei Darussalam is a safe place to work and live.

**END**