



اوتوريٽي ڪيٽيگري ڪملا مٿن  
ڪمپيٽن ڊان عالم سڪيٽر

Safety, Health and Environment  
National Authority

# WORKPLACE SAFETY AND HEALTH (WORK AT HEIGHTS) REGULATIONS, 2025

NORAMIZAH BINTI HAJI MARALI  
SENIOR LEGAL COUNSEL, LEGAL SERVICES DIVISION



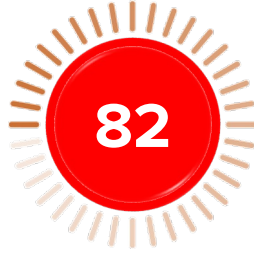
اوتوریتی کبغسان کسلامتن  
کھیچتن دان عالم سکیتز  
Safety, Health and Environment  
National Authority

# TABLE OF CONTENTS

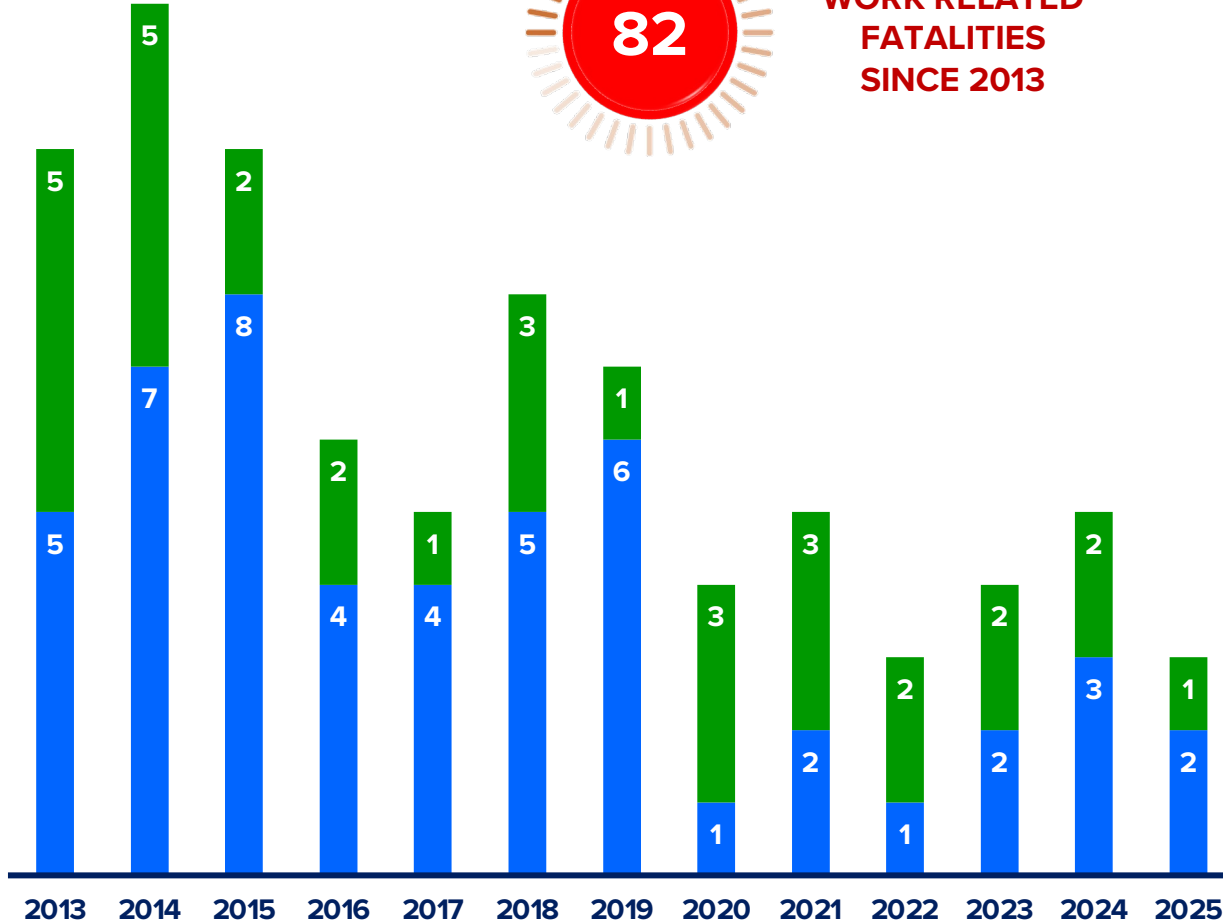
- 1 STATISTICS SHARING**
- 2 BACKGROUND OF THE REGULATIONS**
- 3 INTRODUCTION**
- 4 KEY PROVISIONS**
- 5 OFFENCES AND PENALTIES**
- 6 KEY TAKEAWAYS**



اوتوریٹی کبھسان کسلامتن  
کھیچن دان عالم سکیتر  
Safety, Health and Environment  
National Authority



WORK RELATED  
FATALITIES  
SINCE 2013



■ CONSTRUCTION ■ OTHER INDUSTRIES

YEAR	CAUSE OF FATALITY
2025	Struck by object (waterblast), <b>Fall from height</b> , drowning
2024	<b>Fall from height:</b> 1) <u>While unloading goods from failed cargo lift</u> 2) <u>Fell from a ladder through open window &amp; to ground floor</u> 3) <u>Fell from roof approximately 19 feet to the ground during roof cleaning activity</u> 4) <u>Fell from height of 19.5 feet during roof installation activity</u>  Presumed electrocution incident
2023	<b>Fall from height</b> , tree felling, hit by vehicle
2022	Crushed by vehicle, tree felling, electrocution / <b>fall from height</b>
2021	<b>Fall from height</b> , hit by falling object, hit by vehicle
2020	Grass cutting, hit by object, left failure, electrocution
2019	<b>Fall from height</b> , struck by object, crushed by object, electrocution
2018	<b>Fall from height</b> , struck by objects, boat collision, electrocution
2017	<b>Fall from height</b> , struck by falling objects, drowning, fire
2016	<b>Fall from height</b> , hit / crushed by machine, electrocution, drowning
2015	<b>Fall from height</b> , hit by objects, landslide
2014	<b>Fall from height</b> , inhalation of smoke, fire
2013	<b>Fall from height</b> , hit/crushed by machine or objects, electrocution



اوتوریٹی کبھسان کسلامتن  
کصیحتن دان عالم سکیت  
Safety, Health and Environment  
National Authority

# BACKGROUND WSH (WORK AT HEIGHTS) REGULATIONS, 2025

THE WORKPLACE SAFETY AND HEALTH (WORK AT HEIGHTS) REGULATIONS, 2025 WAS OFFICIALLY GAZETTED AND EFFECTIVE ON 1<sup>ST</sup> JANUARY 2025.

9th. JANUARY, 2025

No. S 3

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

WORKPLACE SAFETY AND HEALTH ACT  
(Chapter 277)

WORKPLACE SAFETY AND HEALTH [WORK AT HEIGHTS] REGULATIONS, 2025

ARRANGEMENT OF REGULATIONS

Regulation

**PART 1**  
**PRELIMINARY**

1. Citation and commencement
2. Interpretation
3. Application

**PART 2**  
**GENERAL PROVISIONS**

4. Avoidance of work at height
5. Fall prevention plan
6. Training for persons at work
7. Supervision of work at height
8. Open sides and openings
9. Cover, guard-rail and barrier to prevent fall
10. Travel restraint system
11. Fall arrest system
12. Inspection

This Regulation contain provisions detailing the minimum workplace safety and health standards in ensuring all work at height activities are carefully planned, regulated and implemented correctly and safely by competent persons including the correct and suitable equipment for work at height.

- **Part 1: Preliminary**
- **Part 2: General Provisions**
- **Part 3: Permit-to-Work System for Hazardous Work at Height**
- **Part 4: Industrial Rope Access System**
- **Part 5: General**
- **Schedule – Workplaces required to have Fall Prevention Plan**

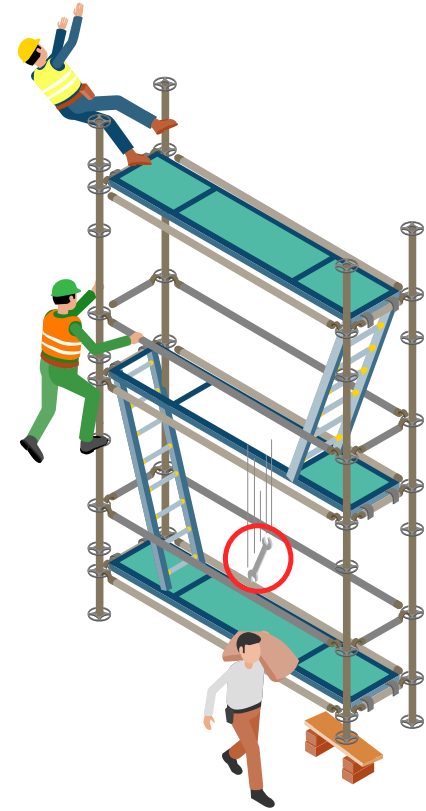
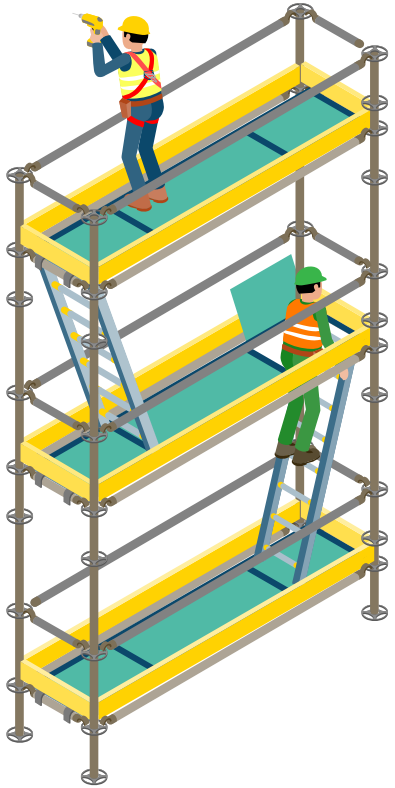
# INTRODUCTION

## SCOPE AND APPLICATION

- Applicable to all workplaces involving work at height, except part 3 of the Regulations.
- (Note: Part 3 applies only to a hazardous work at height)
- Mandatory compliance for hazardous work at height ( $\geq 3\text{m}$ )
- Covers employers, principals, and persons at work

## KEY DEFINITIONS

- Work at Height: work where there is a Risk of falling from one level to another and it is reasonably likely that the person or any other person would be injured due to the distance
- Hazardous Work at Height: Work above 3 meters
- Fall Prevention Plan (FPP): a documented site-specific plan prepared for the purpose of eliminating or reducing the risk of falls





## PART 2

- Avoidance of work at height
- Fall prevention plan
- Training
- Supervision
- Open sides and openings
- Cover, guard-rail and barrier to prevent fall
- Travel restraint system
- Fall arrest system
- Inspection
- Staircases
- Safe means of access and egress
- Teagle openings
- Work on roofs
- Fragile Surfaces
- Ladders

## PART 4

- Industrial rope access equipment and PPE
- Design and inspection

## PART 3

- Permit to work system
- No hazardous WAH without PTW
- Application of PTW
- Evaluation
- Issue of PTW
- Posting of PTW
- Monitoring of work
- Duty to report incompatible work
- Daily review and revocation of PTW



# KEY PROVISIONS

# KEY PROVISIONS

## REGULATION 5: FALL PREVENTION PLAN (FPP)

- Mandatory for occupier of every workplace to establish and implement FPP at all hazardous WAH.
- Hazard identification
- Risk assessment
- Control measures
- Emergency rescue planning



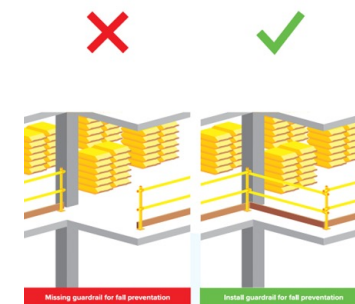
## REGULATIONS 6 AND 7: TRAINING AND SUPERVISION

- Workers must be trained before performing WAH
- Supervisors must be competent
- Ongoing toolbox talks and refresher training recommended



## REGULATIONS 8 AND 9: (OPEN SIDES AND OPENINGS, COVER, GUARD-RAIL AND BARRIERS)

- Employers and principals must ensure all open sides and openings of which a person is liable to fall more than 2 metres are effectively closed or guarded to prevent falls.
- Protection must include:
  - Guardrails, barriers, or securely fixed covers
- If guarding is not reasonably practicable, use:
  - Travel restraint or fall arrest systems
- Objective: Prevent persons from falling from one level to another through unprotected openings or edges.







اوتوريٽي ڪيٽيگري ڪملا مٿن  
ڪميٽي ڊان عالم سڪيٽر  
Safety, Health and Environment  
National Authority

## REGULATION 10 AND 11: TRAVEL RESTRAINT SYSTEM AND FALL ARREST SYSTEM

Ensure that such travel restraint system are:

- Of good construction, sound material and adequate strength
- Free from patent defects
- Suitable and safe for the purpose of intention;
- Used by trained person.

## REGULATION 12: INSPECTION

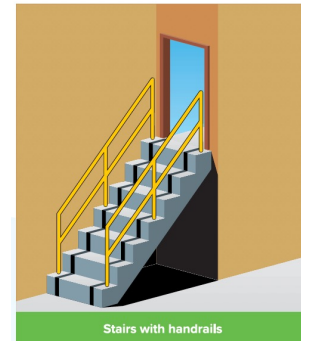
**All fall protection equipment must be checked before use** (Includes: harnesses, lanyards, anchor points, ladders, etc)

- Must be inspected by a competent person appointed by the employer or principal.
- Inspections should be done regularly and after any incident.
- Damaged or faulty equipment must not be used.
- Keep records of all inspections and actions taken.

# KEY PROVISIONS

## REGULATION 13: STAIRCASES

- The occupier must ensure **every staircase** used for access or exit in the workplace:
  - Has a **strong handrail, lower rail, or barrier**
  - Is maintained to **prevent falls**
- Requirements depend on staircase design:
  - a) If it has **one open side**, the handrail must be on **that side**
  - b) If it has **two open sides**, handrails must be on **both sides**



Stairs with handrails





اوتوري تي ڪيڊسائن ڪملا مٿن  
ڪيڊسائن دان عالم سڪيتر  
Safety, Health and Environment  
National Authority

# KEY PROVISIONS

## REGULATION 14: SAFE ACCESS AND EGRESS AT HEIGHT

---

- When a person works in any of the following situations, the employer must ensure **safe access and exit**:
  - a) On an elevated place where the person could fall
  - b) Near an opening that could lead to a fall
  - c) Near an edge with a fall risk
  - d) On a surface that may give way
  - e) In any other place (above or below ground) where falling is possible
- The **occupier must take all reasonably practicable measures** to ensure workers can **safely get to and from** these areas.

## REGULATION 15: TEAGLE OPENINGS

---

- Occupiers must ensure** that any teagle opening or similar doorway used for hoisting/lowering goods is:
  - a) Securely fenced
  - b) Provided with a **secure handhold on both sides**
- The fencing must be:
  - a) Properly maintained
  - b) Kept in place **at all times**, except during lifting or lowering of goods
- The goal is to prevent workers from falling through these openings when they are not in use.

## REGULATION 16: WORK ON ROOFS

---

For any person that carries out any work or any roof from which he is liable to fall off or through a distance of more than 2 metres, it is the duty of the employer or principal to to:

- a) Provide and maintain protection of the person working on the roof against any sliding or falling from the roof;
- b) Sufficient and secured anchorage for the attachment of a full-body harness or restraint belt.

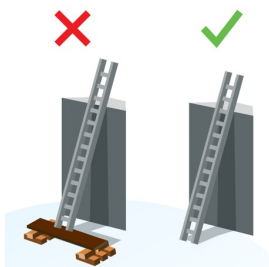
## REGULATION 18: LADDERS

Ensure that every ladder are of:

- a) Good construction, sound material and adequate strength;
- b) Free from patent defects, and
- c) Suitable and safe for the purpose for which it is intended.

Such surface of the ladder (except for fixed ladders) that rests or used by a person shall be:

- a) stable;
- b) Level and firm and
- c) Of sufficient strength.



## REGULATION 19: PERMIT-TO-WORK (PTW) SYSTEM

A Permit-to-Work (PTW) is required for any hazardous work at height, including:

- Work on elevated platforms
- Work near openings, edges, or on fragile surfaces
- Work above or below ground where there's a fall risk of over 3 meters

The PTW must:

- Be approved before work begins
- Include risk assessment, control measures, and emergency plans
- Be clearly displayed at the work site

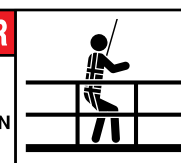
PTW can be:

- Revoked or amended if site conditions change
- Used to ensure coordination, safety, and proper supervision

# KEY PROVISIONS

## REGULATION 28: INDUSTRIAL ROPE ACCESS SYSTEMS

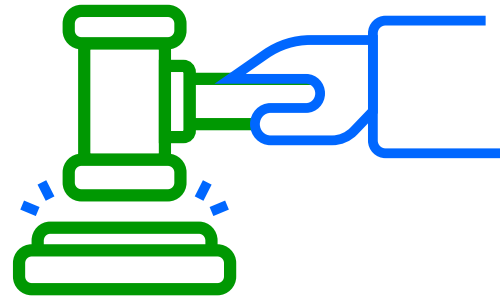
- Minimum two anchorage lines per user
- Design by professional engineer
- Inspected regularly by a competent person
- Training required for all users



# OFFENCES AND PENALTIES

Non-compliance consequences:

- **Fines up to \$20,000**
- **Imprisonment up to 2 years**
- **or both**





اوتوري تي كبغسان كسلامتن  
كصيتن دان عالم سكيتر  
Safety, Health and Environment  
National Authority

# KEY TAKEAWAYS

- Regulations imposes requirements on strict compliance and not only help to promote proactive and safe WAH practices
- All stakeholders must collaborate for compliance
- Let's build a safer Brunei together



اوتوريٽي ڪيٽيگري ڪملا مٿن  
ڪميٽي. ڊان عالم سڪيٽر

Safety, Health and Environment  
National Authority



THANK  
YOU