



WORKPLACE SAFETY AND HEALTH NOTICE (WSHN)

TOPIC REMINDER TO COMPLY WITH RISK MANAGEMENT REQUIREMENTS				Reference Number 2026/WSHN/01
Approved by: Director of Compliance and International Division	Endorsed by: Chief Executive Officer	Issue date: 11 May 2026	Expiry date: None	Revision No: 1.0

The Safety, Health and Environment National Authority (**SHENA**) reminds all employers, self-employed persons and principals at every workplace of their legal obligations under the Workplace Safety and Health Act, Cap 277 (WSHA), and the Workplace Safety and Health (Risk Management) Regulations to ensure the workplace hazards are properly identified, risks are assessed, and appropriate mitigation measures are implemented.

SHENA reiterates that the failure to conduct risk assessments and to put in place effective risk control measures constitutes a breach of the law and may result in enforcement action. Non-compliance with the Code of Practice on Workplace Safety and Health Risk Management may also be taken as evidence of non-compliance with the WSHA.

This notice further highlights key lessons arising from recent incidents where inadequate risk assessment was a contributing factor, and emphasises the continued importance of effective risk management as required under the law.

SUMMARY OF RECENT INCIDENTS

Following SHENA's investigations and reviews of recent workplace incidents, it has been established that **deficiencies in risk management** continue to be a recurring and underlying contributing factor across multiple cases. These findings indicate persistent shortcomings in the conduct of **suitable and sufficient risk assessments**, as well as in the effective implementation of **risk control measures** at workplaces. Examples of such incidents include:

- A worker fell from height while carrying out air-conditioning servicing using an unsecured ladder and subsequently succumbed to severe head injuries. SHENA notes with serious concern that unsafe practices, as previously highlighted in **WSHN 2025/WSHN/06 – Urgent Reminder on Safe Use of Ladders to Prevent Fatal Fall Incidents**, continue to persist across workplaces.
- A worker sustained fatal injuries after falling from a defective makeshift ladder during ceiling works.
- A worker was electrocuted while undertaking replacement works on submersible pumps, where proper electrical isolation procedures had not been implemented.

KEY OBSERVATIONS

Investigations into the above incidents identified the following common lapses:

- Absence of suitable and sufficient risk assessments prior to the commencement of work;
- Failure to establish and implement Safe Work Procedures (**SWPs**);
- Inadequate or ineffective risk control measures;
- Use of unsafe, defective or unsuitable equipment, including makeshift ladders;

- Lack of effective supervision at worksites, including instances of lone working;
- Insufficient training and awareness relating to risk management; and
- Improper or non-use of personal protective equipment (**PPE**).

Collectively, these lapses reflect systemic **failures in hazard identification, risk evaluation, and the implementation of effective control measures**, resulting in incidents that were **preventable through proper risk management**.

MANDATORY REGULATORY REQUIREMENTS

Under the Workplace Safety and Health (Risk Management) Regulations, employers, principals and self-employed persons are required, **so far as is reasonably practicable**, to:

- Conduct **suitable and sufficient risk assessments** and ensure that they are kept up to date;
- Review such risk assessments **at least once every three (3) years**, or earlier when necessary, and maintain proper records;
- Take all reasonably practicable measures to **eliminate foreseeable risks**, or where elimination is not possible, to implement **appropriate and effective risk control measures**;
- **Establish, implement, and enforce SWPs** to control identified risks;
- Provide **adequate training, supervision, and necessary resources** to ensure the safety and health of all persons at work; and
- **Effectively communicate** workplace risks and corresponding control measures to all persons at work.

REQUIRED ACTIONS

All employers, principals, and self-employed persons are required to ensure that:

- Risk control measures are **properly implemented, monitored and enforced**; and
- Workplace risks and control measures are **consistently and clearly communicated** to all persons at work.

Effective implementation of risk assessments enables workplaces to **systematically identify, assess, and control potential risks and hazards**, thereby significantly reducing the likelihood of workplace accidents, injuries, and incidents.

FURTHER GUIDANCES

For further information and guidance on risk management, please refer to the following;

- [Workplace Safety and Health Act, Cap 277](#)
- [Workplace Safety and Health \(Risk Management\) Regulations](#)
- [Code of Practice on Workplace Safety and Health Risk Management](#)
- [Self-Assessment Checklist: WSH Risk Management](#)
- [Risk Management Forms and Templates](#)
- [WSHN: Urgent Reminder on Safe Use of Ladders to Prevent Fatal Fall Incidents](#)

SHENA will continue to monitor workplace safety and health through **ongoing regulatory inspections**. All principals, employers, and self-employed persons are strongly reminded to **review and strengthen their risk management frameworks** to prevent recurrence of similar incidents and to ensure continued compliance with the WSHA and its subsidiary regulations.

For further clarification on this matter, please submit your enquiries via “General Enquiries” on the SHENA website: www.shena.gov.bn or contact the SHENA office at + **673 238 2000** / +**673 272 2000** during office hours. SHENA appreciate the cooperation of all stakeholders in ensuring that **Brunei Darussalam is a safe place to work and live**.

END