



اوتوريٽي ڪيٿسائن ڪسلامتن
ڪصيٽن. دان عالم سڪيٽر
Safety, Health and Environment
National Authority

WORKPLACE SAFETY AND HEALTH COMPLIANCE AND PERFORMANCE REPORT 2023



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National Authority

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1. EXECUTIVE SUMMARY

The Workplace Safety and Health Compliance and Performance Report 2023 is the second publication of the series by the Safety, Health and Environment National Authority (**SHENA**) in an effort to share consolidated national data related to Workplace Safety and Health (**WSH**) compliance and performance in Brunei Darussalam to all its relevant stakeholders.

This report compiles and analyses data from SHENA's regulatory activities not limited to inspections and monitoring visits; statistics on workplace fatalities and injuries from SHENA's Initial Incident Notifications (**IIN**) process and recorded data via the shared Workplace Accident and Occupational Disease Database between SHENA and the Occupational Health Division, Ministry of Health (**OHD MOH**).

The table below summarises the key figures for each regulatory activity along with the main concerns and industry types:

	TOTAL NUMBER	MAIN CONCERNS	TOP INDUSTRIES
Regulatory Inspection (General Industries) ¹	64	<ul style="list-style-type: none">▪ Risk Management▪ Emergency Response and Preparedness▪ Occupational Health▪ Hazardous Substance▪ Electrical Safety and Machinery & Equipment	<ul style="list-style-type: none">▪ Manufacturing▪ Construction▪ Agriculture, Forestry, and Fishery▪ Wholesale and Retail Trade▪ Public Administration
Monitoring Visit	82	<ul style="list-style-type: none">▪ Risk Management▪ Work at Height▪ Emergency Response and Preparedness▪ Electrical Safety▪ Machinery & Equipment	<ul style="list-style-type: none">▪ Construction▪ Electricity, Gas, Water Supply, and Other Industrial Activities▪ Professional, Technical, Administrative, and Support Services
Initial Incident Notification	298	<ul style="list-style-type: none">▪ Work equipment & Machinery▪ Slip and Trips▪ Work at Height▪ Others▪ Manual Handling	<ul style="list-style-type: none">▪ Construction▪ Wholesale And Retail Trade, Repair of Motor Vehicle and Motorcycles▪ Professional, Technical, Administrative and Support Services▪ Agriculture▪ Manufacturing

¹ General Workplaces is as defined under 3.1.



Workplace Accident (as per shared Workplace Accident and Occupational Disease Database)	345	Type of injury: <ul style="list-style-type: none"> • Superficial injuries and open wounds • Fractures Part of body injured: <ul style="list-style-type: none"> • Upper extremities • Lower extremities • Head Mode of injury: <ul style="list-style-type: none"> • Fall • Struck by object • Contact with sharp object 	<ul style="list-style-type: none"> • Construction • Wholesale And Retail Trade, Repair of Motor Vehicle and Motorcycles • Manufacturing
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Table 1. Summary of key figures and concerns for the year 2023.

In 2023, four (4) work-related fatalities were recorded bringing the adjusted fatality rate to 1.88 fatalities per 100,000 workers which is a slight increase from the previous year (3 fatalities, 1.41 fatalities per 100,000 workers) but the numbers are still on target to achieve the national goal of zero fatalities by 2035.

A steep increase of 107% was observed in the number of Initial IIN received which could demonstrate an increased awareness of the Workplace Safety and Health (Incident Reporting) Regulations, 2014. An improvement was also noted in the compliance towards requirements of the WSH Officer and Co-ordinator (from 3% in 2022 to 38% in 2023) as observed during regulatory inspections.

SHENA received three (3) occupational disease reports on contact dermatitis and noise-induced hearing loss though the cases still require further investigation and confirmation by occupational health professionals. SHENA also received three (3) other reports on heat stress and heat-related illnesses however, this is not explicitly listed as an Occupational Disease under the Third Schedule of the Workplace Safety and Health Order, 2009.

Lack of administrative controls and safety documentation such as risk assessment and emergency response plans including first-aid arrangements continue to be among the top non-compliances observed within the industry. Work at height and the construction industry continue to be the main areas of concern for activity type and industry sector respectively, with a fatality case recorded and the majority of injuries reported from construction sites.

The shared Workplace Accident and Occupational Disease Database between SHENA and OHD MOH has given more insight into workplace accidents in Brunei Darussalam and a more representative figure with the main type of injury recorded being superficial injuries and open wounds and the part of the body most injured was the upper extremities.



2. PURPOSE

In monitoring industry compliances with the Workplace Safety and Health Order, 2009 (**WSHO, 2009**) and WSH performance, this document serves to provide any trend based on analysed data and statistical information in registries of SHENA's Enforcement Division (**EFD**), Investigation & Response Division (**IRD**) and Compliance and International Affairs Division (**CID**). These findings will be used to develop improvement plans and courses of action specifically in the following areas:

- i. Regulatory Inspections;
- ii. Monitoring Visits;
- iii. Registrations of WSH Officer and Co-ordinator;
- iv. Initial Incident Notification (IIN);
- v. Work-Related Fatality;
- vi. Workplace Accident; and
- vii. Occupational Diseases.

Details of the background and methodology of data consolidation and analysis can be found in the Standard Operating Procedure – Monitoring and Analysis of Workplace Safety and Health Compliance and Performance (ref: SHENA/CID/SOP/3-210).

3. REGULATORY INSPECTIONS

For the whole year of 2023, EFD conducted regulatory inspections of a total of sixty-four (64) workplaces from various industries which are categorised based on different workplaces as per the table below:

TYPES OF WORKPLACE/ FACILITY	NO. OF INSPECTIONS CONDUCTED
GENERAL INDUSTRY WORKPLACES	37
CONTROL OF MAJOR ACCIDENT AND HAZARDS WORKSITES	15
RADIATION-RELATED WORKSITES	12

Table 2. Breakdown of Workplaces/Facilities for regulatory inspections.

3.1 GENERAL INDUSTRY WORKPLACES

The term “general industry” encompasses all workplace categories as defined in the Brunei Darussalam Standard Industrial Classification (BDSIC) 2011 document and as shown in Figure 2, except Mining and Quarrying, which primarily (though not entirely) falls under the purview of SHENA's Control of Major Accident Hazard (**COMAH**) Facilities.

As reflected in table 2 above, a total of thirty-seven (37) general industry workplaces were inspected in 2023, the findings of risk areas are shown in **Figure 1** whereas the breakdown of risk area findings for each industrial classification is as per **Figure 2**. The top five findings following the inspections are:



RISK AREAS	NO OF FINDINGS
RISK MANAGEMENT	33 (15%)
EMERGENCY RESPONSE AND PREPAREDNESS	29 (13%)
OCCUPATIONAL HEALTH	26 (12%)
HAZARDOUS SUBSTANCES	20 (9%)
ELECTRICAL SAFETY AND MACHINERY & EQUIPMENT	16 (7%)

Table 3. Top five findings from general industry workplaces according to regulatory inspection risk areas.

The Risk Management risk area checks the adequacy of processes and procedures to manage risks including the conduct, record keeping and review of risk assessments as well as preventive and mitigative controls following the hierarchy of control as mandated under the WSH (Risk Management) Regulations, 2014. The risk area related to Emergency Response and Preparedness, covers the workplaces' emergency response plan, drills, any reports recorded, and provision and maintenance of firefighting equipment as per WSH (General Provisions) Regulations, 2014. It also includes first aid requirements namely appointment of first aider and availability of first aid box, among others, under the Workplace Safety and Health (First Aid) Regulations, 2021. Meanwhile, the Occupational Health risk area covers aspects such as managing of toxic dust, fumes or other contaminants, management of noise exposures, atmospheric monitoring by competent persons and health risk assessments per the WSH (General Provisions) Regulations, 2014.

It is important to note that not all risk areas may apply to every workplace as it would depend on the nature of the industry, the type of activity conducted on-site, and applicability with relevant regulations for example the requirement for a Safety Management System (**SMS**), appointment of WSH Officer and WSH Co-ordinator, establishment of a WSH Committee as well as provisions for work at height/ scaffolding and cranes and lifting activities.





Figure 1: Findings of risk areas from regulatory inspections to General Industry workplaces in 2023.

For the element of WSH Officer/ Co-ordinator specifically for the applicable workplaces, there was a 38% compliance rate to the requirement for appointment which is a considerable improvement compared to last year (only 3% compliance). A further analysis of the performance of registration of the WSH Officer/ Co-ordinator will be elaborated in Section 5.

The risk areas of cranes and lifting as well as work at height/ scaffolding, which are two of the National HSE themes for Brunei Darussalam, still recorded an unsatisfactory level of compliance to the legislation with 82% non-compliance for cranes/ lifting and 92% non-compliance for work at height/ scaffolding of the applicable general industry workplaces. It is also worth noting that the risk area for machinery and equipment, particularly the requirements for lock-out procedures and adequate guarding saw 94% non-compliance to the provisions under the WSH (General Provisions) Regulations, 2014 which inadvertently led to workplace accidents and injuries which will be further discussed in **Sections 6 and 8**.

From **Figure 2**, it can be observed that risk management is an overarching issue across all the industrial classifications. Focusing on the construction industry, apart from risk management, non-compliance with the requirement to appoint a WSH Officer/ Co-ordinator and deficiencies in work at height/ scaffolding controls are the top concerns within the construction sites. In the manufacturing industry, apart from risk management, occupational health was the other main concern due to inadequate management of health hazards from exposures to occupational noise, cement dust, metal fumes and gases.

Figure 2 highlights the top 5 industries inspected with concerns, namely Manufacturing, Construction, Agriculture, Forestry, Fishery, Wholesale and Retail Trade, and Public Administration. Each finding in the risk areas is depicted in this graph.

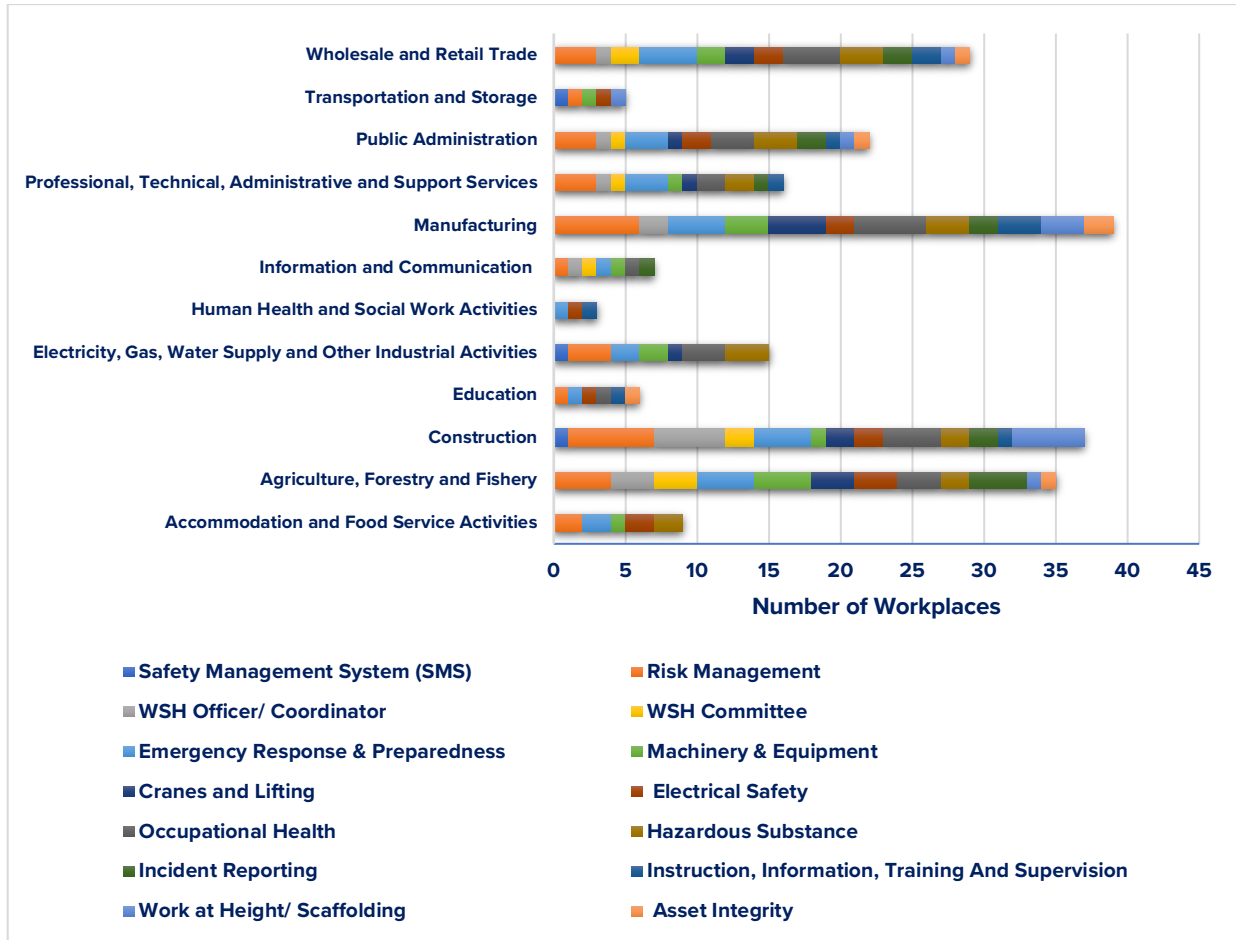


Figure 2: Findings of risk areas by industrial classifications from regulatory inspections of General Industry workplaces in 2023.

1.2 CONTROL OF MAJOR ACCIDENT HAZARDS (COMAH) FACILITIES

A total of fifteen (15) COMAH facilities were inspected in 2023, the highest frequency in the prescribed risk area as shared in **Figure 3** are:

RISK AREAS	NO OF FINDINGS
SAFETY CRITICAL EQUIPMENT, PROCEDURE AND PEOPLE	11 (12%)
OCCUPATIONAL HEALTH	11 (12%)
RISK MANAGEMENT	11 (12%)
EMERGENCY RESPONSE AND PREPAREDNESS	11 (12%)

Table 4. Top findings from COMAH facilities according to regulatory inspection risk areas.

The frequency of the above findings is not the highest, however, in terms of severity of risk, these findings are the highest.



Safety Management System (SMS): In this risk area, alarm management is particularly the main finding/concern observed during the inspection. High-priority alarms were found not managed adequately, and some operating parameters were left in alarm state.

Cranes and lifting: Findings involved lifting accessories in poor conditions such as corroded shackles, slings and strops found torn and contaminated with oil/grease/chemicals.

Asset integrity: With oil and gas being the predominant sector for decades, ageing facilities are a challenge where continuous efforts are put in place to ensure the safe operation and integrity of these facilities.

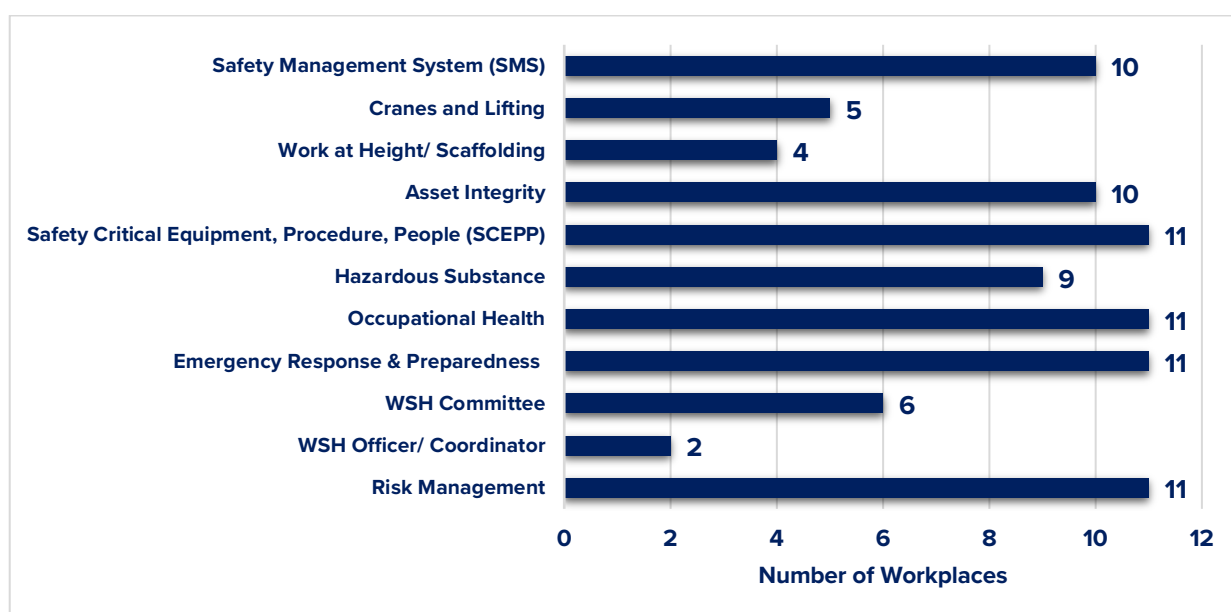


Figure 3: Findings of risk areas from COMAH workplaces in 2023.

1.3 RADIATION-RELATED WORKPLACES

In 2023, a total of twelve (12) radiation-related workplaces were inspected to ensure compliance with the Radiation Protection Act, Cap. 228. Across the workplaces, all satisfactorily met the requirements under the Radiation Safeguards risk area in seeking legal compliance with the Comprehensive Safeguards Agreement (**CSA**) between Brunei Darussalam and the International Atomic Energy Agency (**IAEA**).

Having said that, 42% of the inspected workplaces had gaps in the radiation safety risk area which assesses the adequacy of measures in place to ensure the safety of radiation workers, the public and the environment from the hazardous effects of ionizing radiation. While 17% displayed gaps in the security measures to prevent malicious acts against radioactive materials in operation or storage.



4. MONITORING VISITS

Throughout 2023, EFD conducted monitoring visits to a total of eighty-two (82) workplaces with most of them being construction sites (85%) with findings in the risk area shown in **Table 4**. The top findings from the visits are:

RISK AREAS	NO OF FINDINGS
RISK MANAGEMENT	58 (30%)
WORK AT HEIGHT	48 (25%)
EMERGENCY RESPONSE AND PREPAREDNESS	20 (10%)
ELECTRICAL SAFETY	19 (10%)
MACHINERY & EQUIPMENT	10 (5%)

Table 4. Top findings from monitoring visits according to risk areas.

The findings based on industrial classifications are included in **Figure 4**. The findings are aligned with the regulatory inspection observations from the construction industry which reiterates the continued relevancy of work at height as a national HSE theme in Brunei Darussalam. Additionally, electrical safety within the construction industry was also deemed lacking and one of the main findings from the monitoring visits for construction worksites.

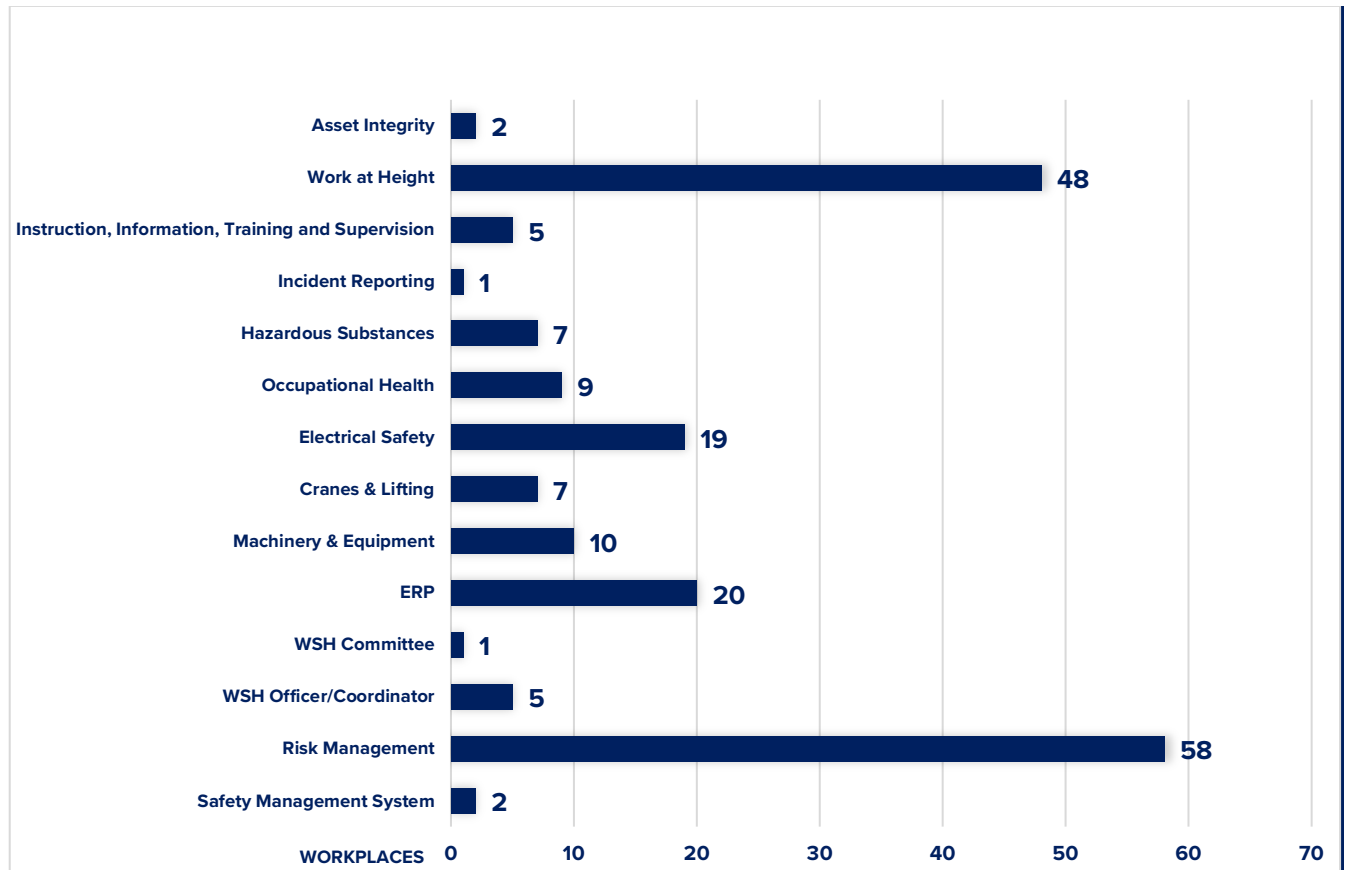


Figure 4. Findings of risk areas from monitoring visits in 2023.

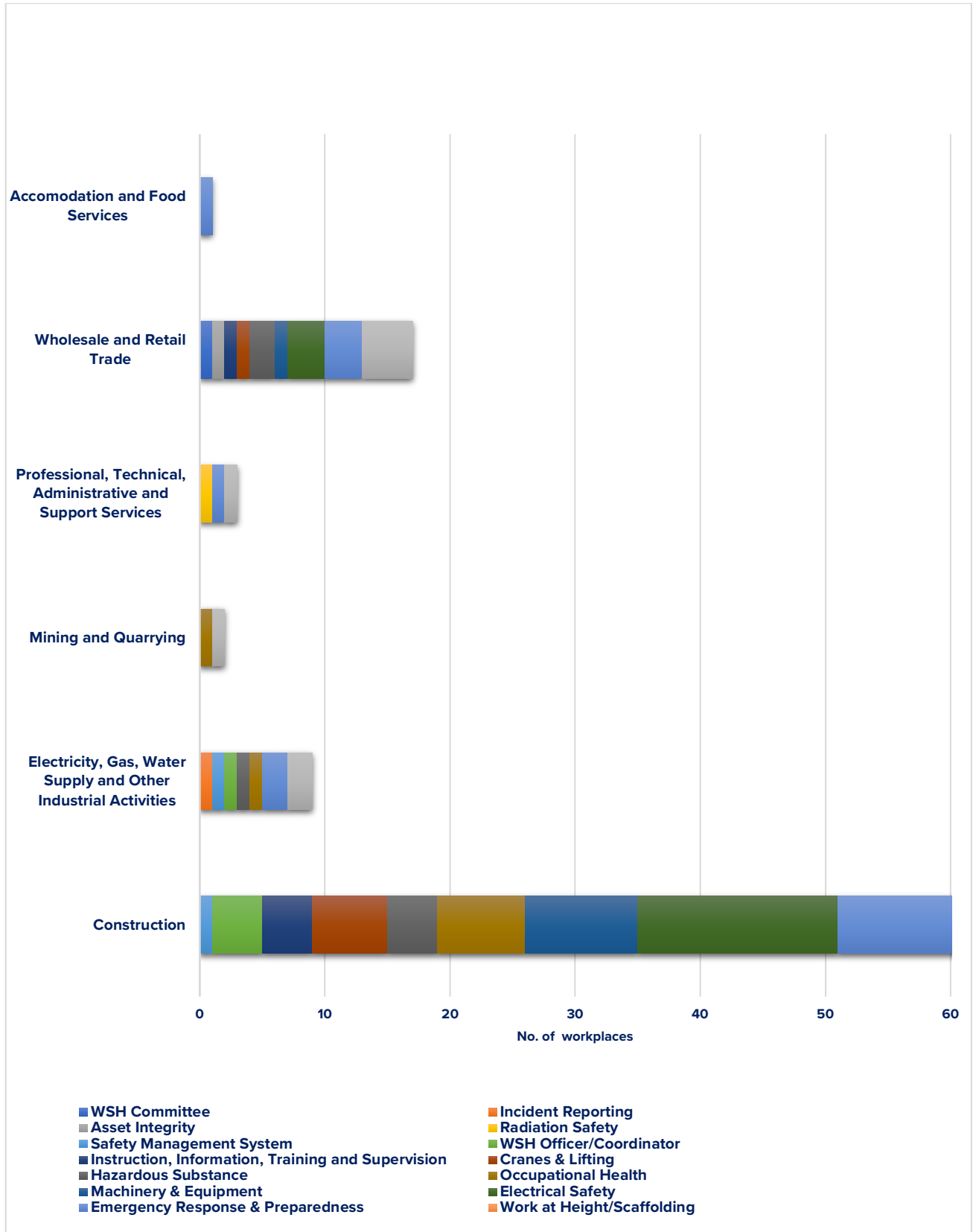


Figure 5. Findings of risk areas by industrial classifications from monitoring visits in 2023.



5. WSH OFFICER AND WSH CO-ORDINATOR

As mentioned in Section 3, the compliance rate to the requirement for appointment of registered WSH Officers and WSH Co-ordinators for workplaces following regulatory inspections has improved from 3% in the previous year to 38% in 2023. Throughout 2023, a total of ninety-two (92) WSH Officers were approved and fifty-seven (57) WSH Co-ordinators approved.

Considerable efforts have been made towards socialising the requirements as per the WSH (WSH Officer) Regulations, 2014 and WSH (Construction) Regulations which mandate the appointment of WSH Officer and WSH Co-ordinators respectively for applicable sites. A major socialisation event was undertaken in collaboration with the Authority for Building Control and Construction Industry (**ABCI**) in September 2023 on the Socialisation to Class 4-6 Contractors on WSH Requirements including the implementation of compound fines for appointment of WSH Officers, WSH Co-ordinators by 1st April 2024 (for class 4-6 Contractors) and 1st October 2025 (for class 1-3 Contractors).

A yearly comparison indicated a marked increase in the number of applications received and approved, especially for WSH Co-ordinators which have more than doubled (refer to **Figure 6**). There was also a noticeable spike in WSH Co-ordinators applications received in October, following the socialisation event in September as shown in **Figure 6**.

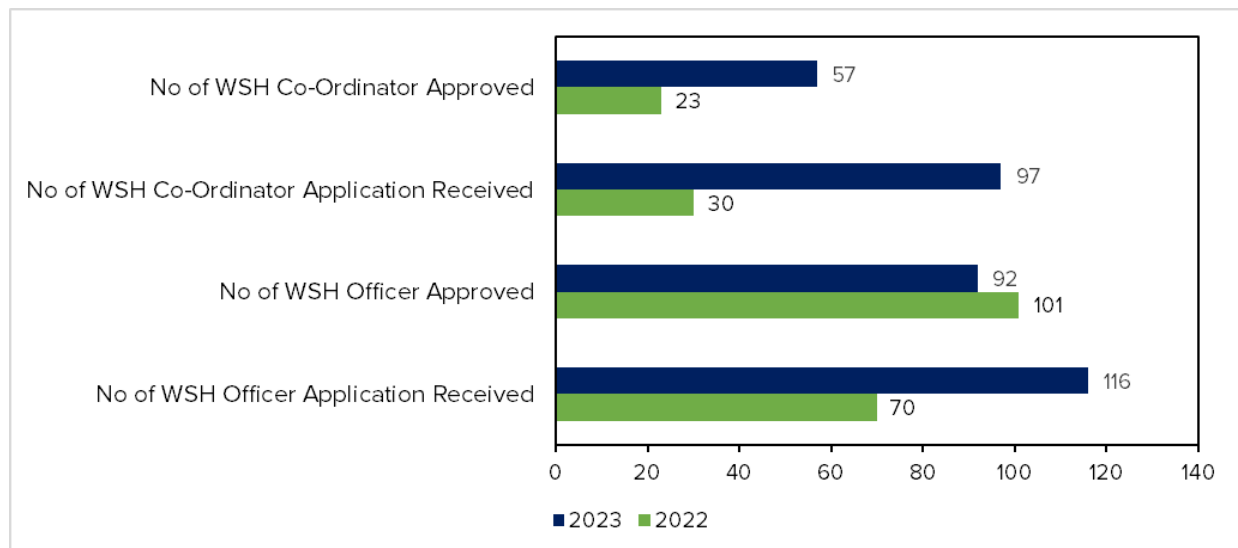


Figure 6. Year-by-year comparison of the number of applications received and approvals for WSH Officers and WSH Co-ordinators for 2022 and 2023.

Despite an increase in the number of applications approved, SHENA observed that there are still applicants who do not meet the minimum criteria either in terms of the training certification required or minimum years of experience. Evidently, there was an influx in the number of WSH Officer applications in 2023 however, the number of WSH Officers approved was less than that of last year.

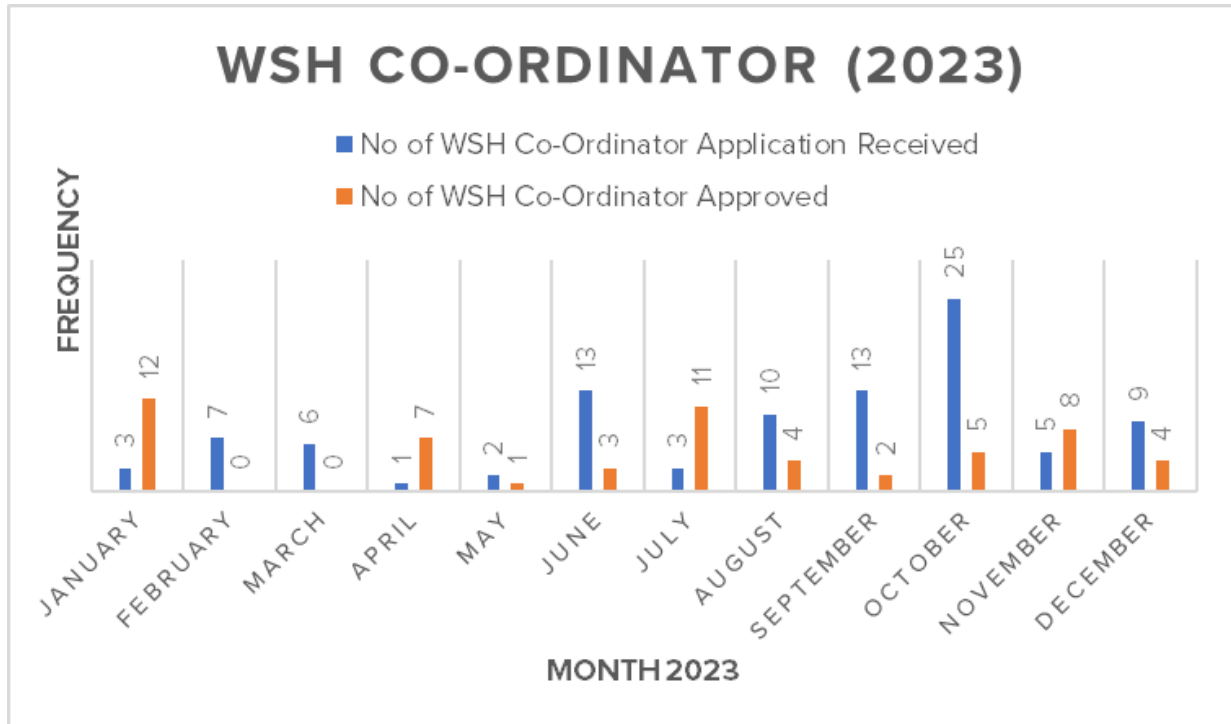


Figure 7. Monthly record of the number of applications and approvals for WSH Co-ordinator in 2023 with a notable spike in October for applications.

6. INITIAL INCIDENT NOTIFICATION (IIN)

A total of two hundred and ninety-eight (298) IINs has been submitted to SHENA for the whole of 2023, which is a 107% increase compared to the figures for 2022. The marked increase may be a result of greater awareness within the industry of the requirements under the WSH (Incident Reporting) Regulations, 2014 and SHENA's increased collaboration with other agencies and promotional activities. The breakdown of the cumulative incident types in comparison to the previous year is presented in **Figure 8** and the frequency of reports from each industrial classification is shown in **Figure 9** with a vast majority of the reports received from the construction industry (42%).

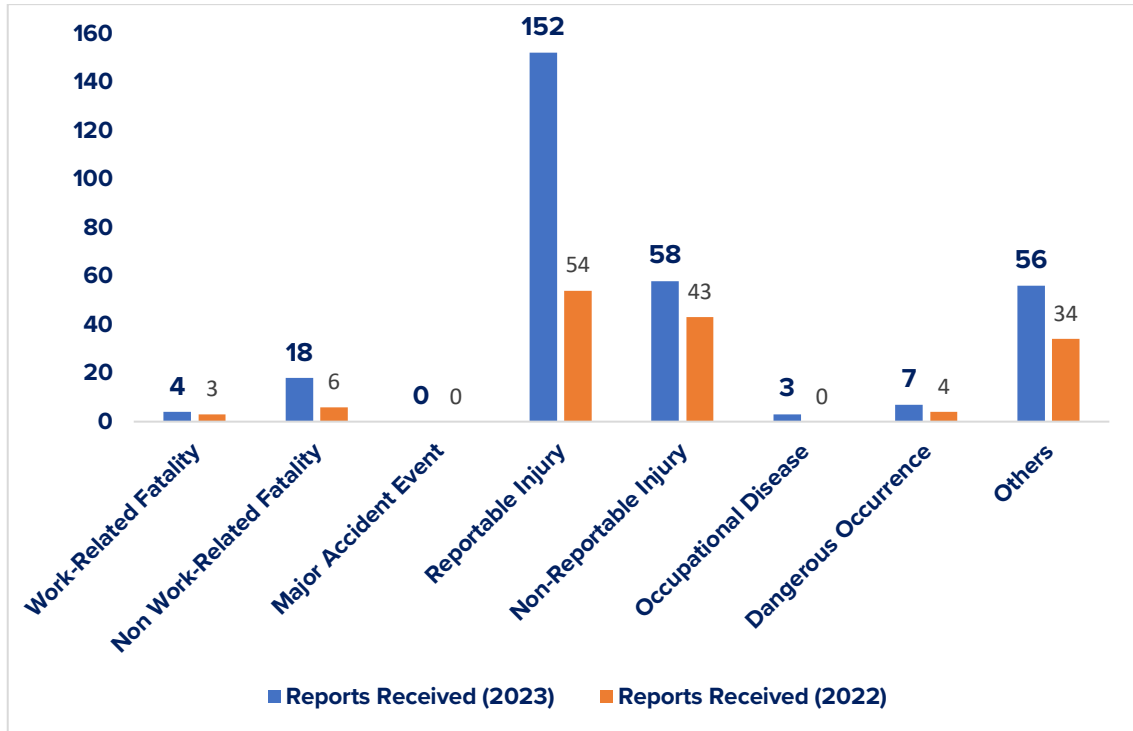


Figure 8. Breakdown of incident types of IIN received in 2023 in comparison to 2022.

For reportable injuries, the number of reports received in 2023 almost tripled that of the previous year. Three (3) cases of applicable occupational diseases were also reported to SHENA this year when there were none recorded last year via the IIN mechanism. Delving deeper into the reports of reportable injuries, the specific hazard category of the injuries is shown in **Figure 10**.

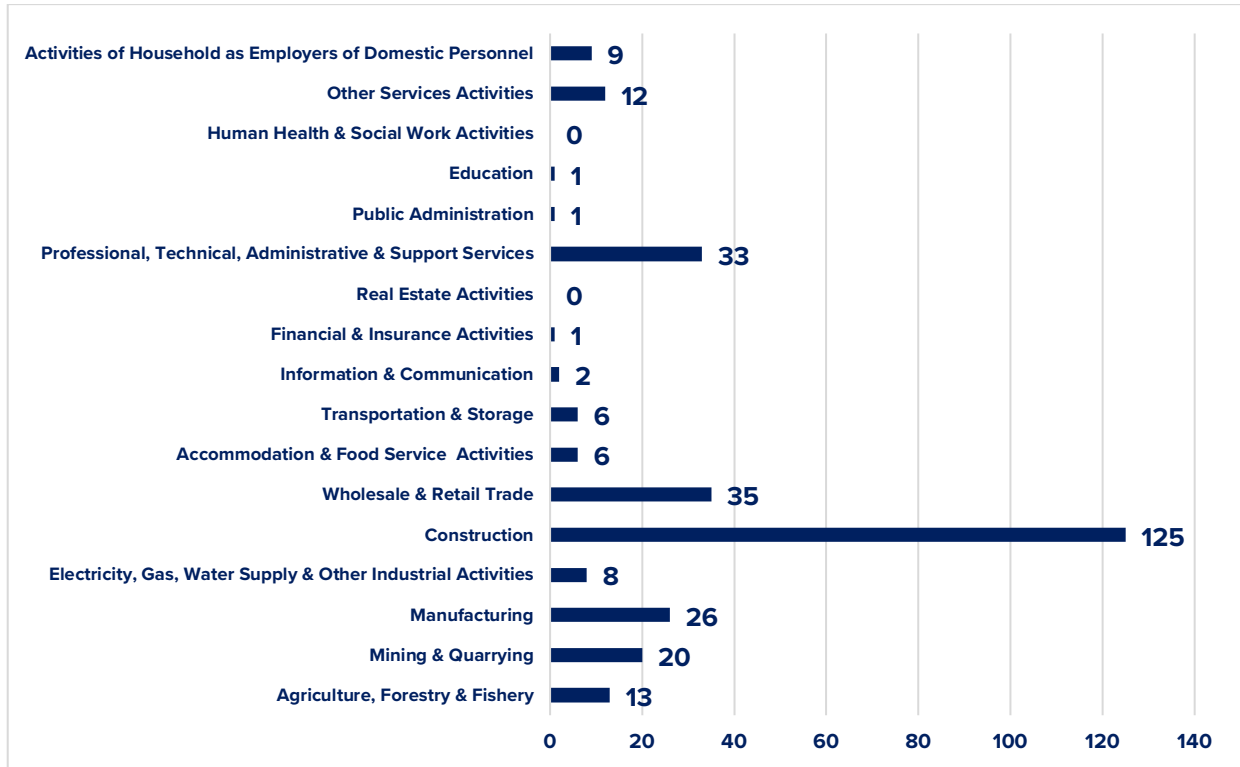


Figure 9. IIN reports received by industrial classification.

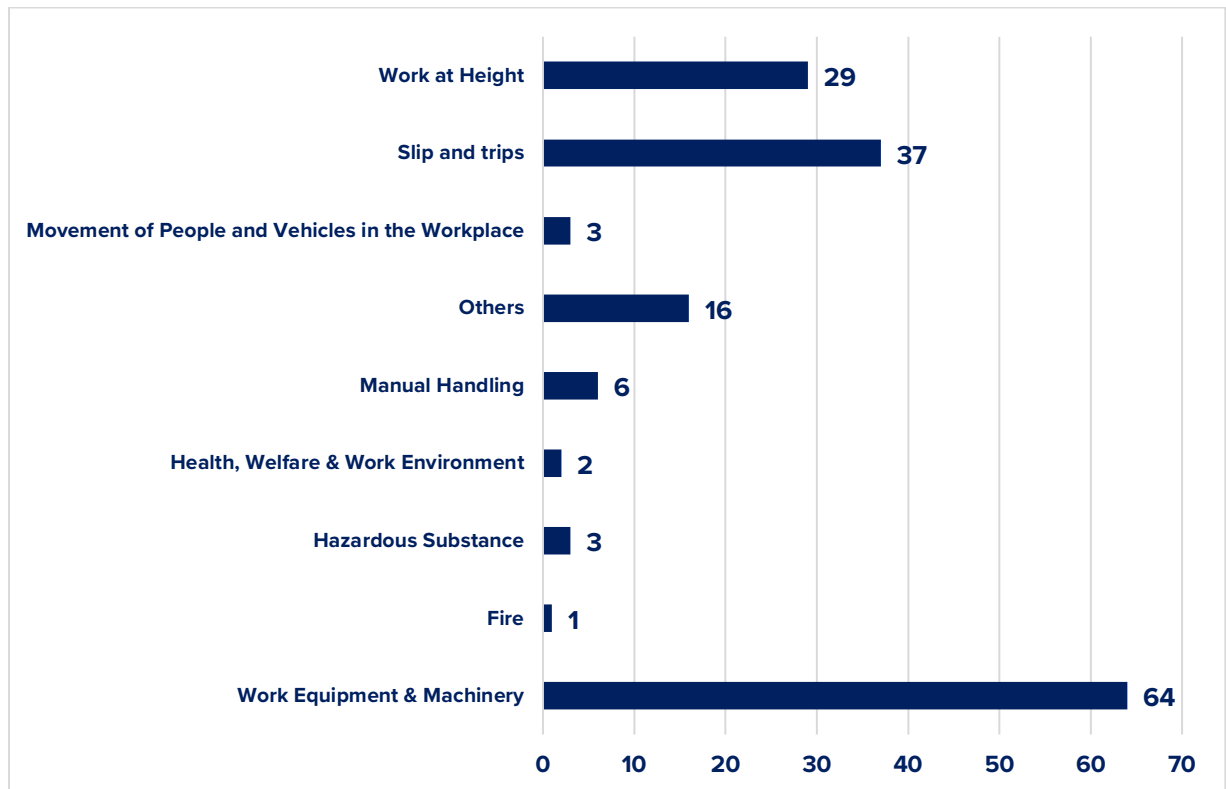


Figure 10. IIN reports received based on hazard categorisation.



From **Figure 10**, the top hazard categories leading to reportable injuries were:

HAZARD CATEGORIES	NO OF INJURIES
WORK EQUIPMENT & MACHINERY	64 (40%)
SLIP AND TRIPS	37 (23%)
WORK AT HEIGHT	29 (18%)
OTHERS	16 (10%)
MANUAL HANDLING	6 (4%)

Table 5. Top hazard categories from reportable injuries received.

Accidents resulting from work equipment and machinery led to forty-five (45) reports of finger injuries ranging from typical lacerations to severe cases of crushed fingers and others requiring surgery and even amputations.

7. WORK-RELATED FATALITIES

Throughout 2023, a total of four (4) workplace fatalities were reported with brief summaries provided in **Table 6** below:

INDUSTRY TYPE	SUMMARY DETAILS	FATALITY TYPE
CONSTRUCTION	A fall from height fatality occurred at the Sungai Liang construction site where a construction worker allegedly slipped from the roof and fell headfirst onto the drain on the ground floor, causing his immediate death.	Fall from Height
FORESTRY INDUSTRY	A worker was allegedly crushed by a tree while doing logging/ tree-felling activity in the jungle in Labi, Kuala Belait.	Crush by Object
ELECTRICAL INDUSTRY	An electrical maintenance company employee fell from a skylift truck bucket at a height of approximately 12 metres after being hit by an oncoming vehicle on the highway. He suffered from multiple organ injuries and eventually passed away due to his injuries.	Fall from Height
CONSTRUCTION	A construction worker installing guardrails at the Tungku highway slip road was struck by a speeding car that had lost control. The worker sustained severe injuries and eventually passed away.	Hit by Car

Table 6. Summary description of fatalities recorded in 2022.



The overview of fatalities from the years 2013 – 2023 with fatality rates are shown in **Figure 11** and **Figure 12** respectively.



Figure 11. Work-related fatalities recorded from 2013 – 2023.

For 2023, Brunei Darussalam recorded a workplace fatality rate of 1.90 fatalities per 100,000 workers (national employment data of 210,523 workers based on Labour Force Survey Report 2022 was used due to the absence of data for 2023) in comparison to Singapore which recorded 0.99 fatalities per 100, 000 workers (Singapore's lowest recorded fatality rate in the past decade, excluding 2020 when COVID-19 disrupted work). The construction industry continues to be an industry of concern with two (2) fatalities recorded in 2023 and falls from height continue to be a recurring fatality type as it is a contributing factor across the years.

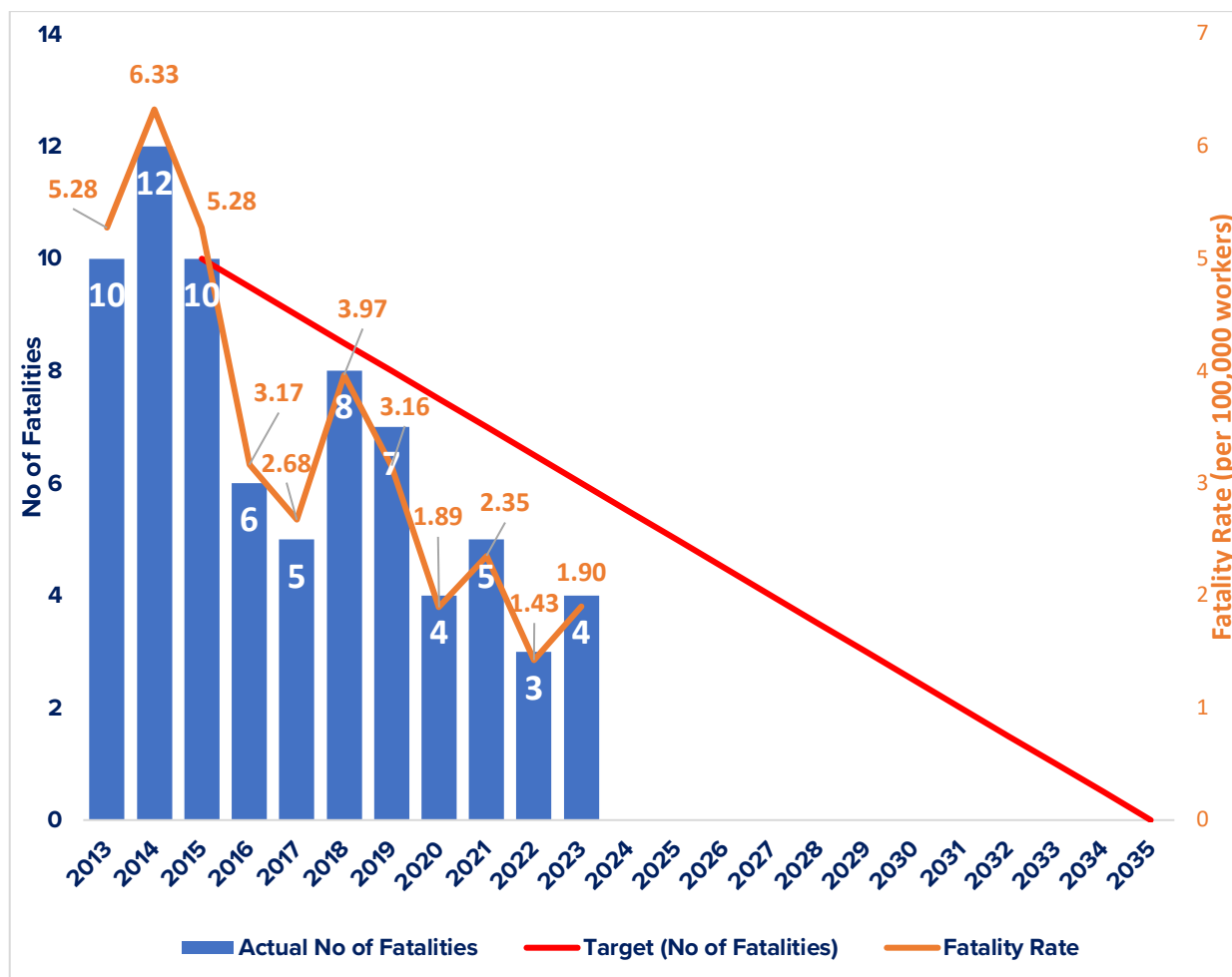


Figure 12. Workplace Fatality Rates against Target of Zero Fatality Recorded by 2035.

8. WORKPLACE ACCIDENTS

In 2023, SHENA together with the OHD MOH embarked on an initiative to populate a shared workplace accident and occupational disease database, where SHENA will input data on reportable and non-reportable injuries and OHD MOH will provide data on injuries treated and recorded by government clinics and hospitals. Both will also share data on any occupational diseases reported and diagnosed. The data hoped to provide a more representative insight into actual rates of accidents and occupational disease in the country.

A total of three hundred and forty-five (345) injuries were recorded via this shared database, with about 68% (233) of the cases reported via SHENA's IIN mechanism and the rest (32%, 112) coming from various clinics and hospital emergency departments; in comparison to the previous year i.e. 2022, three hundred and seventy-four (374) cases were recorded from MOH injures and SHENA's IIN for reportable and non-reportable injuries. The number of accidents per industry type is shown in **Table 7**, where the top industries recording accidents were:



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1. Construction (141, 41%)
2. Wholesale And Retail Trade, Repair of Motor Vehicle and Motorcycles (39, 11%)
3. Manufacturing (28, 8%)

	TYPE OF INDUSTRY	2023 (ACCIDENT CASES)
A	Agriculture, Forestry and Fishing	6
B	Mining and Quarrying	6
C	Manufacturing	28
D	Electricity, Gas, Steam and Air-Conditioning Supply	3
E	Water Supply; Sewerage, Waste Management and Remediation Activities	0
F	Construction	141
G	Wholesale And Retail Trade, Repair of Motor Vehicle and Motorcycles	39
H	Transportation And Storage	3
I	Accommodation And Food Activities	6
J	Information And Communication	1
K	Financial And Insurance Activities	0
L	Real Estate Activities	0
M	Professional, Scientific and Technical Activities	22
N	Administrative And Support Services Activities	3
O	Public Administration and Defence; Compulsory Social Security	2
P	Education	0
Q	Human Health and Social Work Activities	0
R	Arts, Entertainment and Recreation	0
S	Other Service Activities	9
T	Activities Of Households as Employers; Undifferentiated Goods and Services Producing Activities of Household for Own Use	1
U	Activities Of Extraterritorial Organisation and Bodies	0
	Unknown	75

Table 7. Workplace Accidents by Type of Industry for 2023.

	CLASSIFICATION OF OCCUPATION	2023 (ACCIDENT CASES)
1	Legislators, senior officials and managers	4
2	Professionals	4



3	Technicians and associate professionals	22
4	Clerks	2
5	Service workers and shop and market sales workers	1
6	Skilled agricultural and fishery workers	0
7	Craft and related trades workers	2
8	Plant and machine operators and assemblers	5
9	Elementary occupations	276
0	Armed forces	1
	Unknown	28

Table 8. Classification of Occupation of Injured Persons for 2023.

Further analysis of data discovered that 80% of the injured persons in 2023 were in elementary positions such as general labourers (**Table 8**). As shown in **Figure 13**, most of the accidents were superficial injuries and open wounds (159, 46%) such as minor cuts and lacerations and the main part of the body injured was the upper extremities (145, 42%) such as fingers and hands (**Figure 14**).

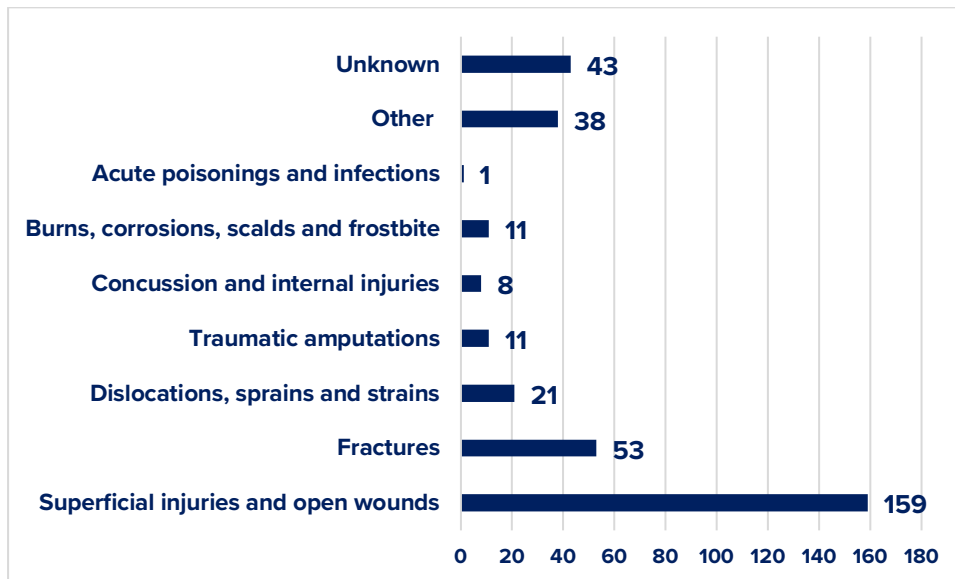


Figure 13. Type of Injury recorded in the shared Workplace Accident and Occupational Disease Database 2023.

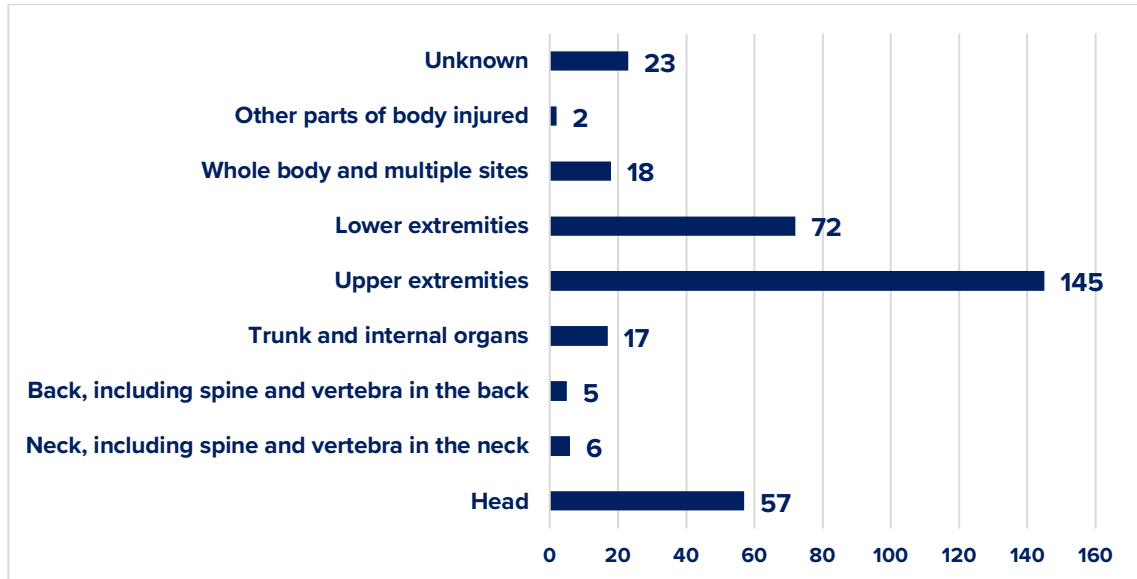


Figure 14. Part of body injured recorded in the shared Workplace Accident and Occupational Disease Database 2023.

The top modes of injury are falls (94, 27%), closely followed by being struck by an object (83, 24%) and contact with a sharp object (22%) as shown in **Figure 15**. While **Figure 16** demonstrates the top agents of injury to be materials and objects (107, 31%), machinery and equipment (86, 25%) and building structures (56, 16%).

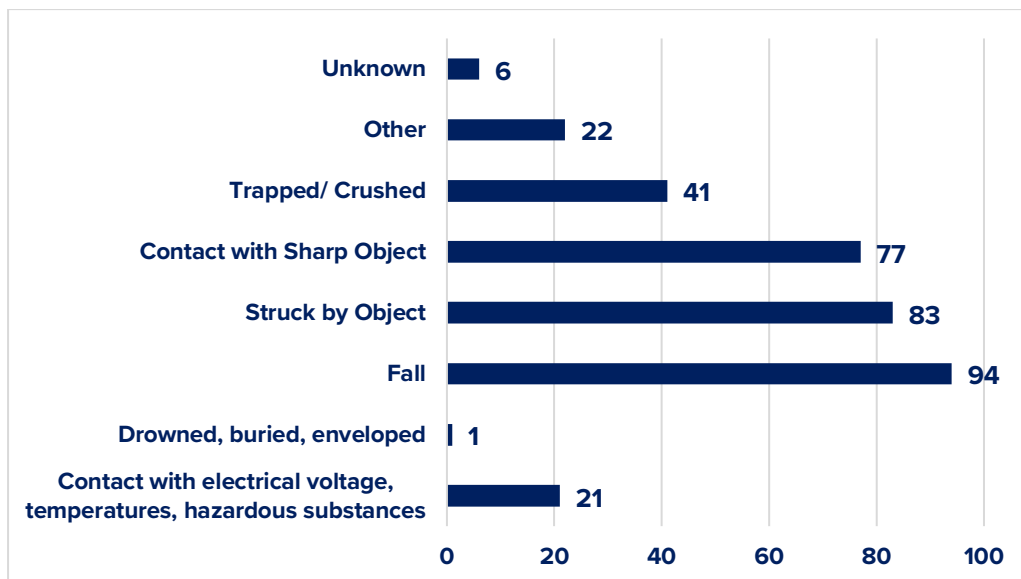


Figure 15. Mode of injury recorded in the shared Workplace Accident and Occupational Disease Database 2023.

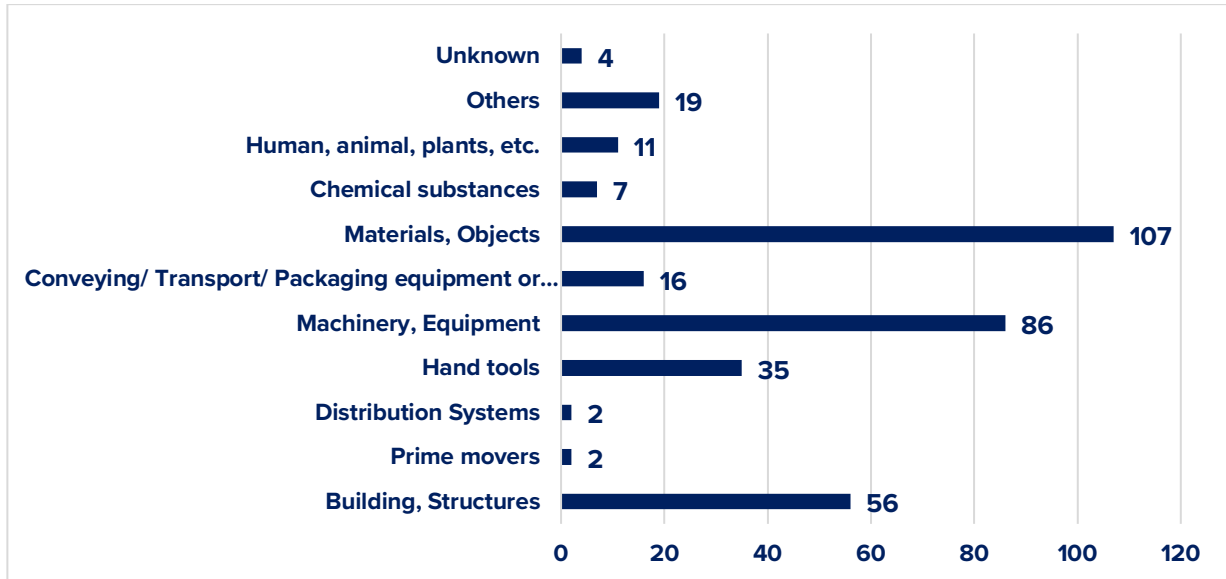


Figure 16. Agent of injury recorded in the shared Workplace Accident and Occupational Disease Database 2023.

It is also noted that a proportion of the data from the shared workplace accident and occupational disease database recorded “unknown” in all categories, this highlights the need for improved data gathering to ensure completeness of information which may affect the quality of analysis and accuracy of findings.



9. OCCUPATIONAL DISEASE

From the shared workplace accident and occupational disease database between SHENA and OHD MOH, a total of eleven (11) occupational diseases were recorded, with occupational dermatitis cases (5, 45.5%) being the top observed for 2023. It is also noted that three (3) cases of heat stress/ exhaustion were reported.

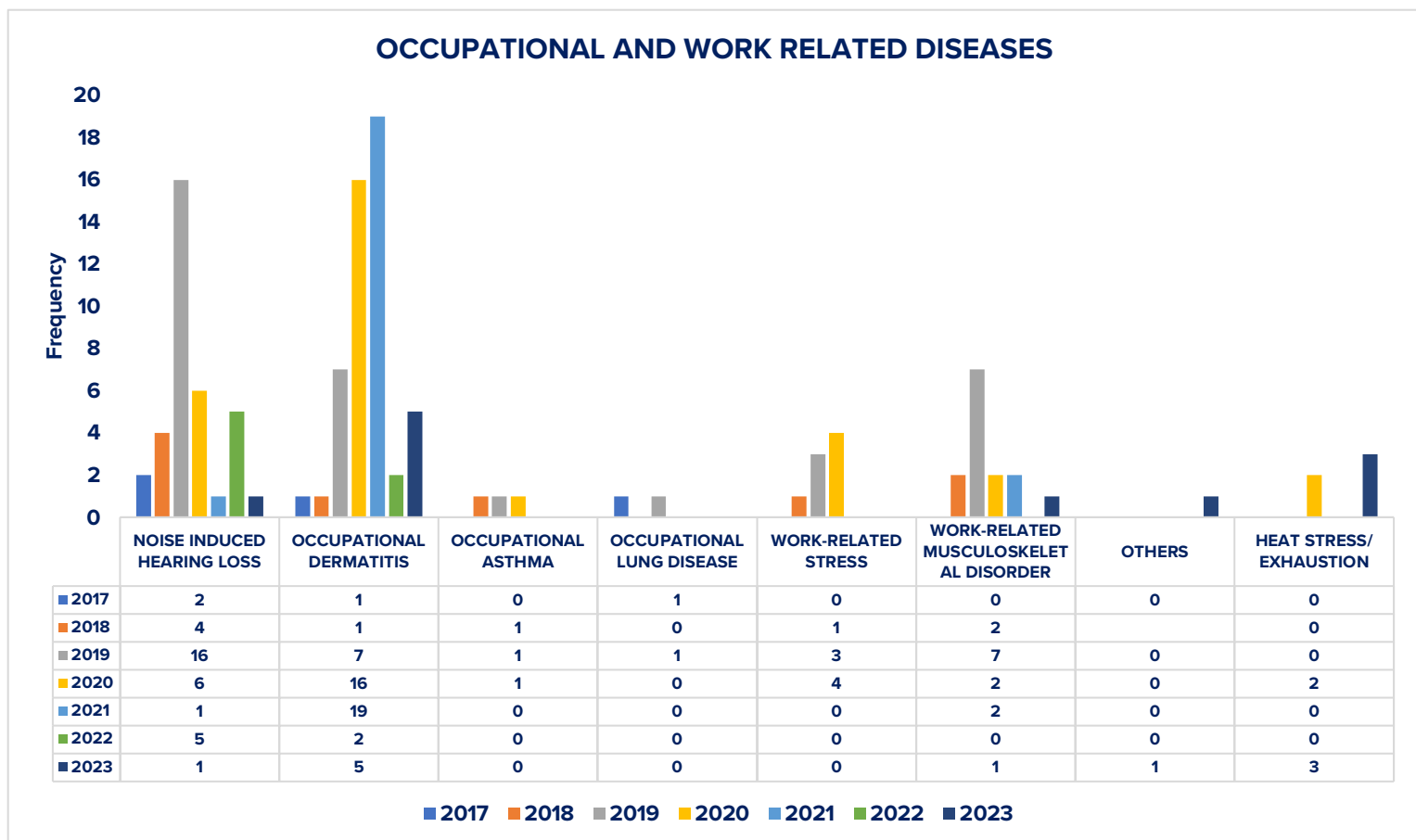


Figure 17. Trend of Occupational and Work-Related Diseases between 2017 - 2023.

10. CONCLUSION

Risk management and emergency response and preparedness continue to be among the main concern areas observed based on SHENA's regulatory inspections and monitoring visits. Non-compliance for cranes and lifting as well as working at height and scaffolding activities were also still evident at alarming levels which aligns with findings from workplace accidents and initial incident notifications where falls from height are among the top observed, including two workplace fatalities resulting from falls.

Meanwhile, the construction industry continues to be the top main industry for concern with most of the workplace accidents recorded at construction work sites and involving general labourers.



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The shared Workplace Accident and Occupational Disease Database provides further insights into workplace accidents identifying superficial injuries and open wounds as the main type of injury recorded, upper extremities such as fingers and hands were the commonly injured body part which aligns with the Initial Incident Notification findings where the main type of hazard observed were work equipment and machinery.

In this regard, the implementation of compound fines in 2024 for non-compliance to the appointment of WSH Officers and Co-ordinators as well as breach of first-aid requirements will hopefully be able to address and mitigate the above concerns and better protect the safety and health of workers. Targeted and focused campaigns and socialisation could also be utilised to reach general labourers in the construction sector more effectively.

Cases of occupational diseases are finally being reported to SHENA in 2023 however the complex process of confirmation and diagnosis of the disease proves to be a timely process. Additionally, three (3) heat stress and related illnesses were reported to SHENA however it is not explicitly specified as an occupational disease under the Third Schedule, WSHO, 2009; this highlights the need for a review of the existing list which is currently being undertaken by SHENA.

Improvements in compliance with the WSH Officer and Co-ordinator requirements and rapid increase in Initial Incident Notifications received by SHENA are also good indicators of increased awareness from the industry on the requirements of the WSHO, 2009 and its regulations thereunder.



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