

**WORKPLACE SAFETY AND HEALTH ACT
(CHAPTER 354A)**

**WORKPLACE SAFETY AND HEALTH
(MEDICAL EXAMINATIONS)
REGULATIONS 2011**

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In exercise of the powers conferred by section 65 of the Workplace Safety and Health Act, the Minister for Manpower hereby makes the following Regulations:

PART I PRELIMINARY

Citation and commencement

1. These Regulations may be cited as the Workplace Safety and Health (Medical Examinations) Regulations 2011 and shall come into operation on 10th September 2011.

Definitions

2. In these Regulations, unless the context otherwise requires —

“compressed air” means air that is mechanically raised to a pressure higher than atmospheric pressure at sea level;

“designated workplace doctor” means a medical practitioner registered as a designated workplace doctor in accordance with Part III;

“hazardous occupation” means any of the occupations referred to in regulation 3;

“responsible person”, in relation to a person employed in any hazardous occupation, means

-
- (a) the employer of that person; or
- (b) the principal under whose direction that person is employed in any hazardous occupation.

Application

3. These Regulations shall apply to all workplaces in which persons are employed in any hazardous occupation, being any occupation involving —

- (a) the use or handling of or exposure to the fumes, dust, mist, gas or vapour of arsenic, cadmium, lead, manganese or mercury or any of their compounds;
- (b) the use or handling of or exposure to the liquid, fumes or vapour of benzene, perchloroethylene, trichloroethylene, organophosphates or vinyl chloride monomer;
- (c) the use or handling of or exposure to tar, pitch, bitumen or creosote;
- (d) the use or handling of or exposure to the dust of asbestos, raw cotton or silica;
- (e) exposure to excessive noise; or
- (f) any work in a compressed air environment.

PART II MEDICAL EXAMINATIONS OF PERSONS EMPLOYED IN HAZARDOUS OCCUPATIONS

Persons to be medically certified fit for employment

4.—(1) It shall be the duty of the responsible person of a person who is to be employed in any hazardous occupation described in regulation 3(a) to (e) to ensure that the person shall undergo a pre-placement medical examination by a designated workplace doctor and be

certified fit to work in such occupation, not later than 3 months after the date he commences his employment in such occupation.

(2) It shall be the duty of the responsible person of a person who is to be employed in the hazardous occupation described in regulation 3(f) to ensure that the person shall be medically examined by a designated workplace doctor and certified fit to work in such occupation within 30 days before the date he is to commence his employment in such occupation.

(3) The medical examination referred to in paragraph (1) or (2) shall —

(a) consist of the examinations and investigations specified in the Schedule and such other examinations or investigations as the Commissioner may require from time to time in any particular case; and

(b) include —

(i) a clinical examination of the person for symptoms and signs of any diseases that may result from exposure to the hazards of the occupation in which the person is employed; and

(ii) an assessment as to whether the person who is to be employed in a hazardous occupation is fit to work in that occupation.

Periodic medical examinations

5.—(1) It shall be the duty of the responsible person of a person employed in any hazardous occupation to ensure that the person shall be periodically examined by a designated workplace doctor.

(2) The periodic medical examinations referred to in paragraph (1) shall —

(a) consist of the examinations and investigations specified in the Schedule;

(b) include —

(i) a clinical examination of the person for symptoms and signs of any diseases that may result from exposure to the hazards of the occupation in which the person is employed; and

(ii) an assessment as to whether the person who is employed in a hazardous occupation is fit to continue working in that occupation; and

(c) take place at the intervals specified in the Schedule.

(3) Notwithstanding paragraph (2), the Commissioner may, in cases where he considers expedient, require any person to be examined at intervals other than or in addition to those specified in the Schedule.

Other medical examinations

6.—(1) The Commissioner may require any person or category of persons employed in any hazardous occupation to undergo a medical examination other than or in addition to the medical examinations referred to in regulations 4 and 5.

(2) Where a person employed in any hazardous occupation is required to undergo any audiometric examinations under these Regulations, it shall be the duty of the responsible person of that person to ensure that the audiometric examinations shall be carried out by

persons who have undergone a course of training in audiometric screening acceptable to the Commissioner (as specified by the Commissioner at the Ministry of Manpower website).

(3) Any responsible person who contravenes paragraph (2) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$1,000 and, in the case of a second or subsequent conviction, to a fine not exceeding \$2,000.

Medical expenses to be borne by responsible person

7.—(1) It shall be the duty of the responsible person of a person who is employed or to be employed in any hazardous occupation —

(a) to arrange, at the expense of the responsible person, all medical examinations and investigations that the person employed or to be employed in any hazardous occupation is required to undergo under these Regulations; and

(b) to grant paid leave of absence to that person required to undergo any medical examination or investigation under these Regulations.

(2) It shall be the duty of any person who is required to undergo any medical examination or investigation under these Regulations to ensure that he shall submit himself for such medical examination and investigation.

(3) Any person who contravenes paragraph (2) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$1,000 and, in the case of a second or subsequent conviction, to a fine not exceeding \$2,000.

Registers of employees in hazardous occupations

8.—(1) It shall be the duty of the responsible person of a person or persons employed in any hazardous occupation in a workplace to keep registers of such persons.

(2) The responsible person shall ensure that the registers referred to in paragraph (1) are —
(a) kept in such form and manner as may be required by the Commissioner;

(b) updated at all times such as to show at any time, the particulars of all persons who are currently employed in any hazardous occupation in the workplace and all the persons who had or have been employed in the hazardous occupation in the workplace in the last 5 years; and

(c) be produced for inspection upon request by an inspector.

(3) Any person who contravenes paragraph (1) or (2) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$5,000 and, in the case of a second or subsequent conviction, to a fine not exceeding \$10,000.

Designated workplace doctor to report results of medical examinations to employers

9.—(1) It shall be the duty of the designated workplace doctor to report the results of the medical examination of a person employed in any hazardous occupation in a workplace to the responsible person of that person.

(2) The report under paragraph (1) shall be submitted by the designated workplace doctor in a form determined by the Commissioner.

(3) The responsible person of a person employed in any hazardous occupation shall —
(a) keep the report of every medical examination of that person employed in a hazardous occupation for a period of at least 5 years from the date of the medical examination; and

(b) whenever required by the Commissioner within the period referred to in sub-paragraph (a), make available to the Commissioner the report or a summary of the report, as the Commissioner may specify.

(4) Any person who contravenes paragraph (1), (2) or (3) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$5,000 and, in the case of a second or subsequent conviction, to a fine not exceeding \$10,000.

Designated workplace doctor may recommend suspension from work

10.—(1) Where a designated workplace doctor, having regard to the results of the medical examination carried out under these Regulations, is satisfied that the health of a person is likely to be or has been injuriously affected by the person's employment in a hazardous occupation, it shall be the duty of the designated workplace doctor to advise the person that he —

(a) should not continue to be employed in that occupation; or

(b) be suspended from his work in such hazardous occupation temporarily for such period of time, as may be determined by the designated workplace doctor or permanently.

(2) Where the designated workplace doctor advises that a person employed in a hazardous occupation be suspended from employment in such hazardous occupation, it shall be the duty of the designated workplace doctor to —

(a) complete a certificate of suspension in such form and manner as may be determined by the Commissioner; and

(b) give a copy of the certificate of suspension to that person who is to be suspended from employment in a hazardous occupation, the responsible person concerned and the Commissioner.

(3) It shall be the duty of the responsible person of the person named in the certificate of suspension referred to in paragraph (2) to suspend the person from his work in the hazardous occupation.

(4) Any person named in the certificate of suspension referred to in paragraph (2) or the responsible person may, within 14 days from the date of the certificate of suspension, appeal to the Commissioner against it and the Commissioner's decision shall be final.

Designated workplace doctor may inspect place of work

11.—(1) It shall be the duty of the occupier of a workplace to provide all facilities to the designated workplace doctor to inspect the premises of the workplace and any process or work in or on which a person being examined by the designated workplace doctor under

these Regulations is or is to be employed.

(2) It shall be the duty of the responsible person of a person who is employed in any hazardous occupation in a workplace and the occupier of that workplace to provide the designated workplace doctor with all information which is relevant and within their joint knowledge to enable the designated workplace doctor to carry out a proper medical examination of such person under these Regulations.

PART III REGISTRATION TO ACT AS DESIGNATED WORKPLACE DOCTORS

Application for registration as designated workplace doctor

12.—(1) A person who —

(a) is a medical practitioner registered under the provisions of the Medical Registration Act (Cap. 174); and

(b) has successfully completed and passed a course of training in occupational health acceptable to the Commissioner (as specified by the Commissioner at the Ministry of Manpower website), may apply to the Commissioner to be registered to act as a designated workplace doctor.

(2) An application under paragraph (1) shall be in such form and manner as the Commissioner may determine.

(3) Upon receiving an application under paragraph (1), the Commissioner may —

(a) if he is satisfied that the applicant is a fit and proper person to be registered as a designated workplace doctor, register the applicant either unconditionally, or subject to such conditions as the Commissioner thinks fit, as a designated workplace doctor; or

(b) if he is not so satisfied, refuse to register the applicant as a designated workplace doctor.

(4) The Commissioner may at any time vary or revoke any condition imposed under paragraph (3)(a) or impose new conditions.

Certificate of registration

13.—(1) Upon a medical practitioner being registered as a designated workplace doctor under this Part, the Commissioner shall —

(a) issue him with a certificate of registration; and

(b) record his name and relevant particulars in the register of designated workplace doctors.

(2) A certificate of registration shall not be transferable.

(3) Where a certificate of registration is lost, destroyed or defaced, the holder of the certificate may apply to the Commissioner for a replacement certificate.

(4) The Commissioner may require an applicant to produce evidence, including a statutory declaration by the applicant, that the certificate of registration issued earlier by the Commissioner has been lost, destroyed or defaced.

Register of designated workplace doctor

14. The Commissioner shall keep a register of all persons registered to act as a designated workplace doctor and shall ensure that the register is updated at all times.

Suspension and cancellation of approval

15.—(1) The Commissioner may suspend for such period as he may determine or cancel the registration under regulation 12 of any person as a designated workplace doctor if —

- (a) the Commissioner is satisfied that the person —
 - (i) had obtained or procured his approval by fraud or misrepresentation;
 - (ii) has breached any term or condition subject to which the approval was granted; or
 - (iii) is no longer a fit and proper person to act as a designated workplace doctor; or

(b) the Commissioner considers it in the public interest to do so.

(2) The Commissioner shall, before suspending or cancelling the approval of any person as a designated workplace doctor under paragraph (1) —

(a) give the affected person notice in writing of his intention to do so;

(b) specify a date, not less than 21 days after the date of the notice under sub paragraph (a), upon which the suspension or cancellation shall take effect; and

(c) call upon the affected person to show cause to the Commissioner why registration of the person as a designated workplace doctor should not be suspended or cancelled.

(3) If the person to whom a notice has been given under paragraph (2) —

(a) fails to show cause within the period of time given to him to do so or such extended period of time as the Commissioner may allow in any particular case; or

(b) fails to show sufficient cause, the Commissioner shall give notice in writing to that person of the date from which the suspension or cancellation of the approval shall take effect.

(4) A person whose registration as a designated workplace doctor has been suspended or cancelled may, within 14 days after the receipt of the notice referred to in paragraph (2), appeal in writing against the suspension or cancellation to the Minister whose decision shall be final.

Surrender of certificate

16.—(1) A person whose registration as a designated workplace doctor has been suspended or cancelled by the Commissioner under regulation 15 shall, within 7 days after the date of suspension or cancellation takes effect, surrender his certificate of registration issued under regulation 13(1)(a), notwithstanding any appeal to the Minister under regulation 15(4).

(2) Any person who contravenes paragraph (1) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$5,000 or to imprisonment for a term not exceeding 6 months or to both.

(3) The suspension or cancellation ceases to be of effect on the date the Minister determines the appeal in favour of the person whose registration as a designated workplace doctor has been suspended or cancelled.

**PART IV
MISCELLANEOUS**

Offence

17. Any person who contravenes regulation 4(1) or (2), 5(1), 7(1), 10(1), (2) or (3) or 11(1) or (2) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$10,000.

Revocation

18. The Factories (Medical Examinations) Regulations (Cap. 104, Rg 6) are revoked.

Savings and transitional provision

19.—(1) Every person who, immediately before 10th September 2011, is a designated factory doctor approved by the Chief Inspector under Part III of the revoked Factories (Medical Examinations) Regulations, shall continue in such capacity as if he is approved as a designated workplace doctor under regulation 13(1) of these Regulations.

(2) These Regulations shall not affect any medical examination or investigation commenced or pending before 10th September 2011, and every such examination or investigation may be continued and everything which is or is to be done pursuant to every such examination or investigation may be done in all respects after that date as if these Regulations had not been enacted.

THE SCHEDULE

Regulations 4(3) and 5(2) and (3)

| <i>First column</i> | <i>Second column</i> | <i>Third column</i> |
|--|--|---|
| <i>Nature of occupation</i> | <i>Types of medical examinations</i> | <i>Pre-placement and periodic medical examinations</i> |
| 1. Occupations involving the use or handling of or exposure to the fumes, dust, mist, gas or vapour of — | | |
| (a) arsenic or any of its compounds | (i) Clinical examination (ii) Urine arsenic examination | (i) Pre-placement medical examination under regulation 4 and thereafter every 12 months (ii) Pre-placement medical examination under regulation 4 and thereafter every 12 months |

THE SCHEDULE — *continued*

| <i>First column</i> <i>Nature of occupation</i> | <i>Second column</i> <i>Types of medical examinations</i> | <i>Third column</i> <i>Pre-placement and periodic medical examinations</i> |
|--|---|---|
| | (iii) Liver function tests including serum bilirubin, alkaline phosphatase, gamma glutamyl transpeptidase, alanine and aspartate aminotransferase estimations | (iii) Pre-placement medical examination under regulation 4 only |
| | (iv) A full size chest x-ray examination | (iv) Pre-placement medical examination under regulation 4 only |
| (b) cadmium or any of its compounds | (i) Clinical examination | (i) Pre-placement medical examination under regulation 4 and thereafter every 12 months |
| | (ii) Blood cadmium estimation | (ii) Pre-placement medical examination under regulation 4 and thereafter every 12 months |
| | (iii) Urine Beta ₂ -microglobulin estimation | (iii) Pre-placement medical examination under regulation 4 and thereafter every 12 months |
| (c) lead or any of its compounds | | |
| (i) Inorganic lead | (i) Clinical examination | (i) Pre-placement medical examination under regulation 4 and thereafter every 6 months |
| | (ii) Blood lead estimation | (ii) Pre-placement medical examination under regulation 4 and thereafter every 6 months |
| | (iii) Haemoglobin | (iii) Pre-placement medical examination under regulation 4 and thereafter every 6 months |
| (ii) Organic lead | (i) Clinical examination | (i) Pre-placement medical examination under regulation 4 and thereafter every 6 months |
| | (ii) Urine lead estimation | (ii) Pre-placement medical examination under regulation 4 and thereafter every 6 months |
| (d) manganese or any of its compounds | (i) Clinical examination | (i) Pre-placement medical examination under regulation 4 and thereafter every 12 months |
| | (ii) Urine manganese estimation | (ii) Pre-placement medical examination under regulation 4 and thereafter every 12 months |

THE SCHEDULE — *continued*

| <i>First column</i> | <i>Second column</i> | <i>Third column</i> |
|---|---|--|
| <i>Nature of occupation</i> | <i>Types of medical examinations</i> | <i>Pre-placement and periodic medical examinations</i> |
| (e) mercury or any of its compounds | (i) Clinical examination (ii) Urine mercury estimation | (i) Pre-placement medical examination under regulation 4 and thereafter every 12 months (ii) Pre-placement medical examination under regulation 4 and thereafter every 12 months |
| 2. Occupations involving the use or handling of or exposure to the liquid, fumes or vapour of — | | |
| (a) benzene | (i) Clinical examination (ii) Urine tt-muconic acid or urine s-phenylmercapturic acid estimation (iii) Haemoglobin estimation and full blood count (iv) Peripheral blood film | (i) Pre-placement medical examination under regulation 4 and thereafter every 12 months (ii) Pre-placement medical examination under regulation 4 and thereafter every 12 months (iii) Pre-placement medical examination under regulation 4 and thereafter every 12 months (iv) Pre-placement medical examination under regulation 4 and thereafter every 12 months |
| (b) organophosphates | (i) Clinical examination (ii) Red blood cell acetylcholinesterase estimation | (i) Pre-placement medical examination under regulation 4 and thereafter every 6 months (ii) Pre-placement medical examination under regulation 4 and thereafter every 6 months |
| (c) perchloroethylene | (i) Clinical examination (ii) Urine trichloroacetic acid estimation (iii) Liver function tests including serum bilirubin, alkaline phosphatase, gamma glutamyl transpeptidase, alanine and aspartate aminotransferase estimations | (i) Pre-placement medical examination under regulation 4 and thereafter every 12 months (ii) Pre-placement medical examination under regulation 4 and thereafter every 12 months (iii) Pre-placement medical examination under regulation 4 only |

THE SCHEDULE — *continued*

| <i>First column</i> | <i>Second column</i> | <i>Third column</i> |
|--|---|--|
| <i>Nature of occupation</i> | <i>Types of medical examinations</i> | <i>Pre-placement and periodic medical examinations</i> |
| (d) trichloroethylene | (i) Clinical examination | (i) Pre-placement medical examination under regulation 4 and thereafter every 12 months |
| | (ii) Urine trichloroacetic acid estimation | (ii) Pre-placement medical examination under regulation 4 and thereafter every 12 months |
| | (iii) Liver function tests including serum bilirubin, alkaline phosphatase, gamma glutamyl transpeptidase, alanine and aspartate aminotransferase estimations | (iii) Pre-placement medical examination under regulation 4 only |
| (e) vinyl chloride monomer | (i) Clinical examination | (i) Pre-placement medical examination under regulation 4 and thereafter every 12 months |
| | (ii) Liver function tests including serum bilirubin, alkaline phosphatase, gamma glutamyl transpeptidase, alanine and aspartate aminotransferase estimations | (ii) Pre-placement medical examination under regulation 4 and thereafter every 12 months |
| 3. Occupations involving the use or handling of or exposure to tar, pitch, bitumen or creosote | (i) Clinical examination | (i) Pre-placement medical examination under regulation 4 and thereafter every 12 months |
| 4. Occupations involving the use or handling of or exposure to the dust of — | | |
| (a) asbestos | (i) Clinical examination | (i) Pre-placement medical examination under regulation 4 and thereafter every 36 months |
| | (ii) A full size chest x-ray examination | (ii) Pre-placement medical examination under regulation 4 and thereafter every 36 months |

THE SCHEDULE — *continued*

| <i>First column</i> | <i>Second column</i> | <i>Third column</i> |
|---|--|---|
| <i>Nature of occupation</i> | <i>Types of medical examinations</i> | <i>Pre-placement and periodic medical examinations</i> |
| (b) raw cotton | (i) Clinical examination | (i) Pre-placement medical examination under regulation 4 and thereafter every 12 months |
| | (ii) Lung function tests (FEV ₁ and FVC) before and after 6 hours of exposure to cotton dust on the same day | (ii) Pre-placement medical examination under regulation 4 and thereafter every 12 months |
| (c) silica | (i) Clinical examination | (i) Pre-placement medical examination under regulation 4 and thereafter every 36 months |
| | (ii) A full size chest x-ray examination | (ii) Pre-placement medical examination under regulation 4 and thereafter every 36 months |
| 5. Occupations involving exposure to excessive noise | (i) An audiometric examination (where the air conduction is abnormal, to include bone conduction testing and auroscopic examination) | (i) Pre-placement medical examination under regulation 4 and thereafter every 12 months |
| 6. Occupations involving work in a compressed air environment | (i) Clinical examination | (i) Pre-placement medical examination under regulation 4 and thereafter — (A) not less than once in every 3 months in respect of working pressures not exceeding one bar (B) not less than once in every one month in respect of working pressures at or exceeding one bar (C) not more than 3 days prior to re-employment in a compressed air environment if an employee has — (CA) not worked in a compressed air environment for more than 14 consecutive days |

THE SCHEDULE — *continued*

| <i>First column</i> <i>Nature of occupation</i> | <i>Second column</i> <i>Types of</i> <i>medical examinations</i> | <i>Third column</i> <i>Pre-placement and</i> <i>periodic medical examinations</i> |
|--|--|--|
| | | (CB) suffered from a ear, nose, throat or respiratory infection |
| | | (CC) suffered from any illness or injury necessitating absence from work for more than 3 consecutive days |
| | (ii) Height, weight and body fat estimation | (ii) Pre-placement medical examination under regulation 4 and thereafter every 12 months |
| | (iii) An audiometric examination (where the air conduction is abnormal, to include bone conduction testing and auroscopic examination) | (iii) Pre-placement medical examination under regulation 4 and thereafter every 12 months |
| | (iv) Test in a lock | (iv) Pre-placement medical examination under regulation 4 only |
| | (v) A full size chest x-ray examination | (v) Pre-placement medical examination under regulation 4 only |
| | (vi) Radiographic examination of shoulder, hip and knee joints | (vi) Pre-placement medical examination under regulation 4 in respect of all working pressures and thereafter every 12 months or just before stopping work whichever is earlier in respect of working pressures at or exceeding one bar |
| | (vii) Electrocardiogram for workers who are 35 years of age and above | (vii) Pre-placement medical examination under regulation 4 and thereafter every 12 months |
| | (viii) Lung function tests (FEV ₁ and FVC) | (viii) Pre-placement medical examination under regulation 4 and thereafter every 12 months |

Made this 8th day of September 2011.

LOH KHUM YEAN
*Permanent Secretary,
Ministry of Manpower,
Singapore.*

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