

# SCOPE

**3rd Quarter 2022**  
MCI (P) 010/01/2022



## SCOPE EDITORIAL COMMITTEE

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# Workplace Safety and Health (WSH) Awards 2022



Bernard Leong  
HSE

Presented by the WSH Council and supported by the Ministry of Manpower (MOM), the annual WSH Awards recognise organisations and individuals who have achieved excellence in workplace health and safety.

There are several award categories and PCS submitted under the WSH Performance Awards for consideration. This year the Award reverted to its physical presentation ceremony, with the relaxation of COVID-19 Safe Management Measures. A total of 235 companies and individuals were honoured at the Ceremony held on 27 July 2022 at Resorts World Convention Centre, with Minister for Manpower, Dr Tan See Leng, as the Guest of Honour.

The Performance award recognises companies that have implemented sound health and safety management systems, and went to extraordinary lengths to safeguard their employees and contractors.

PCS was conferred the Excellence Award, for the second year. An applicant needs to be a recipient of the Gold Award for three or more years consecutively to be considered for the Excellence Award.

In his opening remarks, Dr Tan See Leng regrettably noted the high number of fatalities this year and that preliminary investigations found many of these fatalities could have easily been prevented with the right workplace health and safety control measures. Aside from this, he also called on employers to pay attention on workplace mental well-being. Workplace health and safety must go hand in hand.

PCS Managing Director, Mr Hisashi Shibayama, in the award recipient interview segment, shared

**Our philosophy is one where we take ownership of our safety and health by working with our partners, who are our contractors, with an open two-way communication. Being an essential chemicals producer, we place equal emphasis on both personal and process safety. The bottom line is to ensure a healthy and safe workplace for a healthy and safe workforce.**



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## Identify, share and learn, not blame

Open and honest communication has helped keep the Petrochemical Corporation of Singapore accident-free for the last 18 years

BY MARIANNE TAN

A fatal on-site accident in 2004 in which a worker fell from a height was a wake-up call for the Petrochemical Corporation of Singapore (PCS). Workplace safety protocols had been in place, but there was a lack of safety compliance awareness, communication and sense of ownership about them, said Mr Bernard Leong, a health, safety and environment (HSE) manager with the company. Since the accident, PCS has gradually instilled a culture of open communication by formalising it through its three core Workplace Safety and Health (WSH) pillars and encouraging workers to take ownership of their own safety.

The "Stop And Report (STAR)" pillar, for example, empowers all staff, regardless of rank, to intervene and stop any unsafe act or condition, while the Behaviour Based Safety (BBS) observation encourages workers to identify and learn from both safe and at-risk behaviours without apportioning blame.

"Being an essential chemicals producer, our plants are running 24/7, and we rely heavily on contractors to support our maintenance activities. Our WSH has to move beyond the basics," says Mr Leong.

The firm's approach towards open communication exists at every level of the company. Contractor representatives sit in the committee involved in putting together WSH policies, while Mr Leong makes himself easily available to receive feedback from his workers through text or e-mail.

He recalls a site visit where one of his workers stopped a PCS shareholder from overstepping a safety boundary, for which

Mr Leong complimented him for speaking up promptly. He adds, "Even the shareholder was impressed that we had such an open and honest culture".

Thanks to this mindset, PCS has been accident-free since 2004. Its sustained performance in WSH practices was recently recognised with a second WSH Performance (Excellence) Award, presented by the WSH Council to organisations and individuals who have achieved exemplary safety and health management systems, and gone to extraordinary lengths to safeguard employees and contractors at their workplaces. The Excellence Award is given to companies that have won the WSH Performance (Gold) Award for three or more consecutive years. PCS is currently carrying out its digital transformation plans, and reviewing the



Winner of WSH Performance (Excellence) Award  
**PETROCHEMICAL CORPORATION OF SINGAPORE**

processes and systems where technology can be implemented in order to eliminate hazards while improving efficiency. It also intends to formalise the wellness initiatives it put in place during the Covid-19 pandemic.

including the Employee Assistance Programme which provides confidential professional support and consultation to workers who require assistance to manage their overall well-being.

Says Mr Leong of PCS' achievement: "It is good that we have been accident-free for the last 18 years, but it is more important that we are a company that is intrinsically motivated to care for its workers' health and safety, so that everyone feels that the company cares for them. With this sense of ownership, workers are empowered to look out for one another as well."

"It is good that we have been accident-free for the last 18 years, but it is more important that we are a company that is intrinsically motivated to care for its workers' health and safety, so that everyone feels that the company cares for them."

MR BERNARD LEONG  
health, safety and environment (HSE)  
manager, Petrochemical Corporation  
of Singapore

Let's together, as One Team, One PCS, strive for the highest WSH standards so that every one of us can go home healthy and safe.

### Captions

1 Excellence Award recipients

2 The Straits Times article in the Special Supplement



# Building Strong Family Ties – Community Chest Heartstrings Walk 2022



Gerald Lim  
HR & Admin

After a long “hiatus” due to the prolonged COVID-19 pandemic, PCS was happy to be back on the road again to support the Community Chest of Singapore (CCS) Heartstrings Walk (HSW) 2022 @ Marina Bay on Saturday, 10 Sep 2022. For this year, the overarching theme for HSW 2022 was “Building Strong Family Ties”. This was evident during the COVID-19 pandemic when family members and colleagues supported one another during difficult times.



This year, it is especially meaningful as it was held on the same day as the Mid Autumn's Festival. Just like how the Mid Autumn's Festival's lantern symbolises the light to good fortune, everyone can shine and spread the light of giving towards a brighter tomorrow. PCS came together like a family and showcased the importance of strong family bonds by lighting up the Marina Bay Waterfront Promenade where we walked as one to support the social service users.

This year, the PCS management team (MD Shibayama-san and GM (Plant) Ng Chee Wai) together with 42 employees and family members participated in this event. Everyone had a great time bonding with colleagues, friends, and family over a 4-kilometer walk around the Marina Bay Waterfront Promenade.

With their distinctive tees, our participants gathered at the starting point from 7:15 pm



to welcome the Guest-of-Honour, Mr. Heng Swee Keat, Deputy Prime Minister and Coordinating Minister for Economic Policies who flagged off and joined the walk.

Together with more than 8,000 participants and with the PCS flag flying high, we leisurely strolled along the scenic 4-km walk passing through the iconic Helix Bridge, Merlion Park, and Marina Bay Sands.





# WSQ Implement Incident Management Processes Course

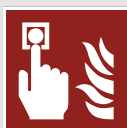
## organised by Fire & Security



Almahdi Bin Anuar  
Fire & Security

On 30th August 2022, 21 participants from Petrochemical Corporation of Singapore (Private) Limited, Sumitomo Chemical Asia Pte Ltd, The Polyolefin Company (Singapore) Pte Ltd and Chevron Phillips Singapore Chemicals (Private) Limited gathered at Park Royal Hotel to attend the WSQ Implement Incident Management Processes Course organised by our Fire & Security Function.

The course objectives were:



**Implement incident management process during an emergency incident in a process facility**



**Apply the approach, structure, tools, processes, communication methods that can be utilised during an emergency incident.**



Mr Alfian Bin Zolkipli (Chief Fire and Security Officer) and Mr Christopher Heng (Senior Fire & Security Officer) and Mr Hong Kim Pong were the trainers.

The WSQ Implement Incident Management Processes course started with Mr Alfian Bin Zolkipli sharing with participants the implications of statutory, organizational requirements and standard operational requirements. Mr Alfian added that a functional approach to the incident management with a well written incident management plan is required for a successful incident management. Mr Alfian rounded up his session with a sharing of the characteristic of the plant, equipment and facilities such as necessary equipment for Fire/Hazmat emergency response, plant layout plan and safe refuge areas during emergency. After tea break, Mr Christopher Heng shared about Incident Management Areas and Processes. He highlighted the importance of the Emergency Response Plan (ERP) which outlines response procedures such as Pre-Incident Plans to different types of fire and fire-related incidents (inclusive of mass casualty incident) in the building and stipulate the relevant actions to be taken to protect and evacuate people in the building under different emergency scenarios.

The session led by Mr Hong Kim Pong started with the overall command, control and incident management process. Relying on his vast and long experience with PCS, he shared about managing a CERT team using the Advance, Protection, Cooling Team concept. The concept clearly define the roles that the individual CERT members would have to do during an emergency and was proven effective in multiple scenarios. This will help future Site Incident Controllers (SIC) to effectively cover all aspects of managing an emergency situation.

Participants were then divided into 3 groups to discuss on case studies under the following scenarios:

- Management of incident related to a pipe rack fire
- Management of incident related to a Butadiene loading bay fire
- Management of incident related to a fire inside control room





# CONCEPT OF ADVANCE, PROTECTION, COOLING

The case studies were part of their competency assessment which participants have to complete. In their groups, the participants brainstormed on how to manage the incident based on the case studies given. The participants used what they have learned from the trainers and applied it to the case studies. At the end of the discussion, the case studies were presented in front of the participants and trainers.

## Advance Team

- Operation of Fixed Fire System such as Foam Pourers
- Valve isolation
- Snatch Rescue

## Protection Team

- Providing Protection Jet for Advance team to do Valve isolation
- Foaming Operations

## Cooling Team

- Cooling of adjacent piping/structures to prevent spreading
- Activation of Fixed drencher systems.

### Captions

1 Mr Hong Kim Pong sharing his experience and knowledge with participants

2 Participants paying full attention to the trainer.

3 Group 1 presenting their case studies

4 Group 2 presenting their case studies

## Singapore Civil Defence Force *Star Customer Award*



Gary Ong  
Fire & Security

On 27 April 2022, Fire and Security Officer (FSO) Gary Ong was awarded the Singapore Civil Defence Force (SCDF) Star Customer Award. The award ceremony was held at SCDF 1st Division HQ and the award was presented to FSO Gary by Colonel Shaiful Herman, Commander of the SCDF 1st Division in the presence of Mr. Alfian Zolkipli, PCS Chief Fire and Security Officer.

This award was an appreciation from SCDF to FSO Gary who had worked closely with SCDF and improved knowledge of SCDF personnel on the various challenges in operating a petrochemical plant safely, namely with safety features in design including emergency response requirement. It includes various fixed fire detection and protection facilities in addition to mobile firefighting equipment such as fire engines.

On 1 September 2021, Lieutenant (LTA) Wen Qiao, Rota Commander of Jurong Island Fire Station (JIFS) and his team came to the Singapore Petrochemical Complex to conduct a recce for a combined exercise at one of the Downstream Companies, where he met with FSO Gary and a representative of the Downstream Company.

LTA Wen Qiao was inquisitive about the workings of a petrochemical plant. During

the visit, FSO Gary shared with him some general knowledge of plant processes, equipment and fire-fighting strategies. They spent some time walking around the plant together and pointing out the fixed fire protection systems. Some plant equipment were also introduced to SCDF and FSO Gary pointed out the fire risk and hazards due to overpressure or loss of containment.

He was appreciative of FSO Gary's effort and thus nominated FSO Gary for this award which was also supported by Commander of JIFS, Major (MAJ) Amelia Lim. To quote LTA Wen Qiao:



**We nominated you based on our engagement back in 2021. You received me and my team in PCS and gave us a briefing on the premises layout, type of hazard present, things to lookout for during an emergency etc. We are thankful for your insightful sharing and nominated you for the award.**



# SAFETY TIME-OUT



Tan Peck Luan  
HSE

In view of the alarming high number of workplace fatalities in Singapore this year, the Ministry of Manpower (MOM) introduced a slate of new measures on 1 Sep 2022 to strengthen Workplace Safety and Health (WSH) and improve WSH oversight. Among these measures are a six-month “Heightened Safety” period from 1 Sep 2022 to 28 Feb 2023, during which companies found with serious WSH lapses may be debarred from employing new foreign employees, and Chief Executives have to personally account to MOM and take responsibility for rectifications.



In addition, companies in the construction, manufacturing, marine, process and transport & storage industries, as well as those in other industries which use heavy or industrial vehicles, are required to conduct a mandatory Safety Time-Out (STO) between 1 Sep and 30 Sep 2022 (original deadline was 15 Sep). Although there had been several calls for companies to conduct STOs in the past, this is the first time that it is being made mandatory in Singapore.

## What is a Safety Time-Out?

A Safety Time-out is a planned event which companies take a short time off from their daily work routine to review risk assessments, improve site safety, and communicate the importance of WSH to all workers.

The length of the STO should be sufficiently long to review risks corresponding to the scale of the operations. Special attention should be paid to reinforce vehicular safety due to the frequency of such incidents.

## Safety Time-Out in PCS

PCS is already conducting Mass Tool Box Meeting (MTBM) involving the whole contractors' workforce and key PCS staff every month, which is a form of STO. In addition, PCS Management conducts monthly HSE walkabouts to the plants, on top of other walkabouts conducted by the Safety and Health Working Committee (SWC), joint PCS-Petrochemical Complex Contractors Association (PCCA), plant HSE Committees and HSE Officers.

HSE Function conducts Learning Incident Lessons sessions monthly to share learning

## Safety Time-Outs conducted with PCS staff and contractors



HSE



T&O



Olefin-II

## STO activities can take various forms, including (but not limited to) the following:



Top management to do a workplace walkabout to emphasise their commitment to safety



Conduct workshops or meetings with workers to recap site safety



Encourage workers to report safety risks and near misses to supervisors



Confirm personnel are adequately trained before being assigned work



Share key learning points from recent incidents with all workers



Check that there are clearly marked demarcation between workers and vehicular movement



Update Risk Assessments with new risks and control measures



Check that all vehicle drivers/operators follow safe procedure for parking vehicles



points from incidents in the Company and elsewhere, including WSH Alert and CCPS Process Safety Beacon. Management and Shareholders also regularly share incidents within the Group Companies. The monthly HSE report contains a special section on "Lessons Learning from External Sources – Health & Safety in the News" highlighting WSH Alerts and from print media.

STOs are essential parts of PCS's holistic view of Total WSH, allowing us to pause and re-think a health or safety issue, or hazard. We instituted the In-situ Risk Assessment (iRA) as a simple and brief assessment conducted by the person or persons jointly before commencing work to ensure that there are no identified hazards at site and preventive measures are in place, in addition to the formal Risk Assessment. Our STOp And Report (STAR) programme empowers everyone, at any level, to intervene and report any unsafe act or



Meisei International Private Limited



Sankyu (Singapore) Pte Ltd

condition by stopping any ongoing unsafe activity.

Heeding the call for the mandatory STO, PCS Functions and Contractors conducted STOs within the stipulated period. Discussion on the lessons learnt from

recent incidents and reinforcement on the importance of WSH were communicated to all workers.

# Behaviour Based Safety (BBS) Champion

## Award for 2021/2022



Jumali Bin Anwar  
Fire & Security

I am honoured to receive this award. I have been with PCS Fire & Security for the past 6 years and I always try to adopt the good safety culture of PCS over the years.

I received guidance from my Officers and fellow Firemen in carrying out my assigned tasks. In doing so, I will try to find ways to improve the working conditions within PCS through the QBBS submissions.

I am a strong believer that Good Health is the Greatest Wealth and

**Better be thousand times careful than once dead.**

Therefore never forget about Safety. I would choose to prepare and prevent rather than repair and repent.

I will continue to work hard and ensure that everyone return home safely.





# PCS Bowling Tournament 2022



Alan Tan  
Engineering

With the normalcy of pre-COVID-19 situation and further easing of community Safe Management Measures (SMMs), PCS's annual bowling tournament was finally able to be held again at SAFRA Mount Faber SuperBowl after a 2½ years' break, on 3rd September 2022. This is considered the first post-COVID large group event to be organised by PCS SSRCC, with a total of 59 bowlers from both PCS and PCCA participating.

This event has always demonstrated the camaraderie and friendly rivalry among Functions and Contractor companies. We could see the enthusiastic exchanges of 'high fives' and cheering when strikes or spares were thrown and pins getting knocked down, sharing of bowling tips between members, and encouragement given to those bowlers whose balls went into the side gutters, a.k.a 'longkang'. As the tournament progressed to the third and final games, the competition got heated up as bowlers were eyeing for the top ten positions.

Eventually, after four sets of nerve wracking games, the scores were tabulated and results announced, with the emerging winners being presented the medals/vouchers by our PCS MD,

Shibayama-san. This year marks a new MD Challenge Trophy that was won by Olefin-II, and a PCS/PCCA Bowling Challenge Trophy won by PCS. The Individual Men's Champion trophy was also presented to Mr. Joshua Wong of Olefin-II, who also clinched the Individual Men's highest score of 244 pins.

Finally, all the bowlers and avid supporters were treated to a well deserving buffet lunch in appreciation for their participation and support.

Once again, Congratulations to all winners! See you again next year.

## Captions

1 Trophies & Medals

2 Men's Champion & High Score

3 Ladies' Champion

4 Team Event Champion – Olefin-II

5 Group photo with MD







# Nature Hike at Mount Faber

On 30 July 22, the SSRCC organised a short and fun hike at Mount Faber for PCS colleagues and family.

**W**e gathered at the start of the trail at about 9.15am. We took a group photograph before starting the hike. I was quite nervous as it was my first time leading a big group. So it was a challenge for me. I would also need to think about their health and also their safety.

Just 5 minutes into the hike, we reached the historical landmark which was an air raid shelter. Not far from it, we met with the first obstacle. A 10m steep climb with ropes to guide our way to the top. By helping one another, we managed to get through the obstacle. As I had done a recce few days prior to the event, I assured the hikers this was the only challenging part.

Little did we know there were more challenges up ahead for all of us due to the heavy rain fall the day before.

We continued hiking to our next Landmark - Keppel Hill Reservoir and not far from it, we were supposed to be able to see a Japanese Tomb. This was where the challenges started. We hiked and needed to do back tracking as we were unable get through. We tried to bash through the bushes, but it was not possible. So I decided to give the hikers a 15 minute break while I find a way to the next landmark.

I kept trying and pushing through but was not able to find the next landmark. Recalling back, as it was raining the day before so maybe that was one of the reasons why our route was being blocked by fallen trees and branches.

I went back to the team who were having their break and told them we need to make a detour which is slightly more challenging in order to make it to civilisation. What made the hike interesting and heartwarming was that everyone gave a helping hand to one another. Motivating one another to keep moving.

Once we reached civilisation, we took another short break and I immediately apologised to everyone as that they had to get out from their comfort zone. There was also an 8 year old boy, Kelly's nephew that made it through together with the team.



**Jumali Bin Anwar**  
Fire & Security

Jumali Bin Anwar  
Mount Faber



1000 likes

Jumali Bin Anwar Nature Hike at Mount Faber

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In the end, we were rewarded with a nice view of the Central Business District skyscrapers at Faber point and the magnificent view of Sentosa Island. We descended down and ended the hike with a group photograph at the base of Marang trail.

Taking this opportunity and through the article, I would like to thank everyone who took part and helped out during the hike.



# Movie Night

With the easing of the COVID-19 measures, it was a great opportunity for colleagues to set aside time from their busy schedules to unwind and relax. It has been a tough year for everyone and it was nice to finally see friends hanging out beyond the usual work timing.

With two blockbusters set to hit the theatres near us, PCS organised movie nights for employees and their loved ones at Cathay (within JEM shopping mall) where they managed to watch **Jurassic World Dominion** in June and **Thor: Love and Thunder** in July on two separate occasions.



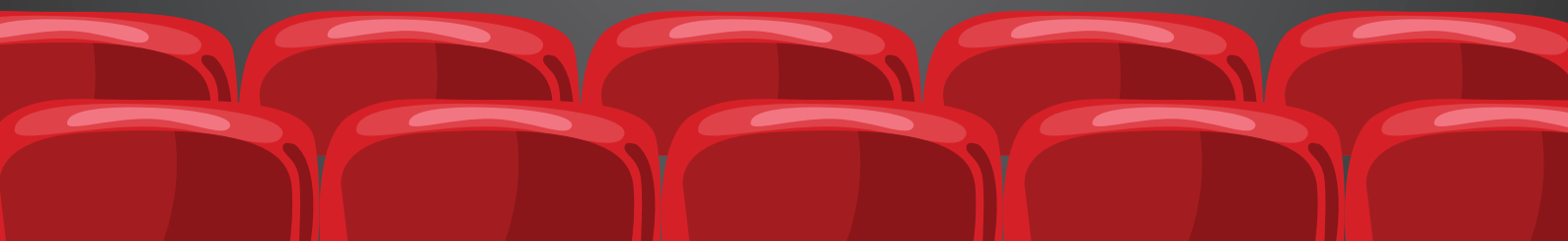
Timothy Ashley  
Olefin-II



It was a morale booster and the perfect opportunity for colleagues to bond over dinner, before heading over to the cinema to enjoy the movie and be charmed by their favourite actors and actresses. It was heart-warming to see friends reunited from various Functions and reminiscing about all

the activities they participated in before COVID-19 struck.

One thing is for sure, even with all that had happened, the PCS family has remained resilient and is looking forward to more events together.



# DURIAN FEST 2022

With COVID-19 cases still happening in PCS and the possibility of a new wave of infection in June, the SSRCC decided that vacuum-packed durians would be provided for all employees.

The Durian Fest was spread over 4 sessions on 1 July, 4 July, 6 July, and 8 July to ensure that different shift teams would receive durians at their freshest. This is a PCS event not to be missed and the committee is glad to have received many encouraging responses from everyone.

This year, "Durian Lobang King" was engaged again and did not disappoint us again with their well-selected Mao Shan



Gerald Lim  
HR & Admin



Wang durians. Many agreed that this was a well-planned event and some even went down to the physical shop for more!

The SSRCC hoped that the vacuum-packed durians had allowed everyone to still enjoy

the durian season during the pandemic as we continue our journey towards achieving COVID-19 resiliency.



# Employee News



NAME	FUNCTION	SPOUSE
Eugene Koh	Maintenance	Lynette Seah Zhi Ning
Chen Ting Ting	Quality Control	Koh Leng Huat Andy



NAME	FUNCTION	NEW BORN
Tan Yunli	Business Development & Planning	Girl
Cheng Wei Hong	Fire & Security	Boy
Puah Jian Min	Maintenance	Boy
Muhd Helmi Bin Johari	Olefin-II	Girl



## LONG SERVICE

Award Recipients for  
Jul-Sep 2022



### 5-Year

Mohammad Irwan Bin Mohd Hassan	Fire & Security
Neo Wei Lun Calvin	Technology & Optimization

### 10-Year

Ho Yeow Hsing	Technology & Optimization
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### 30-Year

Lee Siew Huay Joyce	Marketing & Sales
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### 35-Year

Liew Lye Yin	HR & Admin
Alice Tan	Marketing & Sales

### 40-Year

Ng Kwee Kiok	HR & Admin
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## NEW EMPLOYEES



### Mr Mohamed Asyraf Bin Mohamed Ali

Technician, Olefin-I  
Joined - 1 July 2022  
Hobbies : Running, Wake Surfing



### Mr Muhammad Taufiq Bin Elias

Technician, Olefin-I  
Joined - 1 July 2022  
Hobbies : Soccer, Bodybuilding



### Mr Muhammad Radi Bin Azman

Engineer, Maintenance  
Joined - 1 July 2022  
Hobbies : Floorball, Football, Travelling



### Mr Chia Ming Tjun

Technician, Olefin-I  
Joined - 1 August 2022  
Hobbies : Music, Playing Piano



### Mr Manikandan Thanabal

Technician, Olefin-I  
Joined - 1 August 2022  
Hobbies : Cricket, Exercise



### Mr Poovarasan Gajendiran

Technician, Olefin-II  
Joined - 1 August 2022  
Hobbies : Cricket, Listening to Music



### Mr Mohamed Hafiz Bin Syed Maideen

Technician, Olefin-I  
Joined - 22 August 2022  
Hobbies : Soccer



# Home (Porto Recanati, Italy) after 6 years



Wahedah Bte Ahmad  
Quality Control



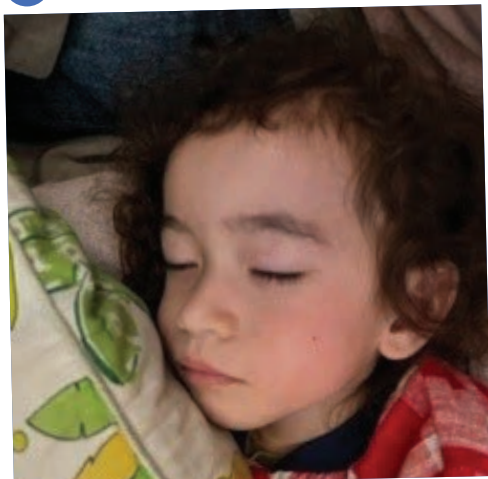
Due to unforeseen circumstances, it took us 6 years to be back home in Porto Recanati, Italy with a toddler in tow now. We were prepared for the worst since it was the maiden flight for our sweet boy. Instead of a horrific flight of bawling and screaming, our boy was such an angel. He slept through for both take-off and landing.

**D**uring summer, life literally is a beach. Everyday from June till September, the locals throng the pebble beach, renting the surrounding apartments and parasols for months. Not to be left out, we went to the beach every morning and left when our tummy started to rumble for lunch. It was easy for us, when our apartment is just around the corner. In the evening, time was spent along the beach with dining and other summer activities; the likes of performances at the beach square, cycling or simply walking.

Every night during summer, the shopping street is closed to traffic and there's a Night Market every Sunday and a Morning Market by the beach on every Thursday.

Porto Recanati is a nice small cosy town, where everyone practically knows you. You're greeted with warmth wherever you go, even the restaurants owners knows you. We had a nice and cheap dinner by the beach which was lined with a plethora of restaurants to whet your appetite.

A typical summer family dinner in the garden, BBQ, home cooked meals and wine. Our welcome and farewell dinner.



1000 likes

Wahedah Bte Admad

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