

# ORGANISATIONAL FACTORS CAUSING WORK-RELATED TRAFFIC ACCIDENTS

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Key Findings and Takeaways

## Work Arrangements, Employer Expectation & Employee Performance

Many companies follow a pay-per-trip salary structure instead of fixed income

Safety record is not high on the list of indicators to determine performance bonus



## Safety Measures & Initiatives

Safety rewards are too marginal to compete with the pay-per-trip salary structure and performance bonus

Safety measures do not always cascade down to employees efficiently

## Recruitment, On-boarding & Training

Safety programs do not feature prominently in on-boarding process



## Cost & Productivity

Accident cost and productivity loss are significant costs to company, yet none felt the pressure to improve safety measures



## Other Reasons

Construction sites perceived by both employer and employees to be a Danger Zone with the greatest risk of accidents



## Vehicle Technology

Technology adoption currently low on most company's priority list for safety  
Drivers and riders are less receptive to technology measures implemented by company



## Key Takeaways

Existing information sharing not impactful enough - Some would desire to do more, but lacked the know-how

Buy-in from Senior Management crucial to bolster safety - Safety managers cannot instill changes without support of higher management

Welcomed more safety measures, but only to measures that would increase productivity and control - Productivity and cost savings considerations needs to be factored in when promoting safety

Background

From 2013-2017, 31% of the workplace fatalities were vehicular-related, and it is the top cause of workplace fatal injuries. 56% of such incidents occurred in worksite and 44% came from Work-Related Traffic Accident or WRTA. The Workplace Safety and Health Act was amended to include WRTAs starting from 2014. This study was initiated to determine organisational factors, such as company practices and work arrangements that would contribute to the risk of WRTAs, and measures taken by companies to manage such risks.

Method

31

25 In-depth Interviews conducted in 2017

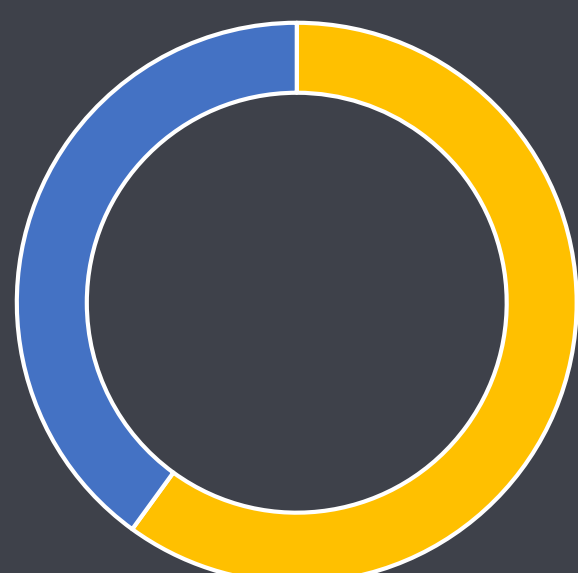


Employee interviews were conducted separately from the employer interviews

## Breakdown of informants by role in company

10 Employee Representatives

6 Drivers  
4 Riders



15 Company Representatives

7 Employers of drivers  
6 Employers of riders  
1 Insurance provider  
1 Technology provider

## Breakdown of informants by company type



13 Heavy Vehicle



1 Insurance Representative



10 Vocational Riders



1 Technology Provider