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Your OSH preferred partners



OSH Compliance Support

How Interagency Collaboration Can Work In MSMEs?

OSH Compliance Support – How Interagency Collaboration Can Work In MSMEs?

With the **98.5%** business establishments in Malaysia consist of the Micro, Small and Medium-Sized Enterprises (MSMEs), it has evidently become the backbone of the Malaysian economy (Department of Statistic Malaysia, 2017). The service sector (89.2%) is the main contributor, followed by the manufacturing sector (5.3%) and the thirdly is the construction sector (4.3%). There are 907,065 MSMEs established in Klang Valley alone (Selangor and Wilayah Persekutuan Kuala Lumpur) which is **34.4%** from the overall of MSMEs organisation. A total of 691,527 (76.2%) establishment is the size of microenterprises. While 192,013 (21.2%) MSMEs is the small size and 23,525 (2.6%) MSMEs is the medium size of enterprises. Thus it is not a surprised that occupational safety and health (OSH) issue has become a growing concern in the industry.

In order for Malaysia to achieve the status of a developed country by 2020, the MSMEs who constantly faces compliance issue in OSH will be striving to reach a satisfactory level in OSH. In interagency issues, International Labour Organisation (ILO) estimates about 60% to 80% of world trade involves Global Supply Chains (GSC). Therefore, the business will involve so many parties for example multinational company, supplier, vendor, sub-contractor, regulator, user or client. Just imagine if those chain being strengthen not only on quality matters, OSH issue, environment, and wellbeing, it will make the whole quality of life more meaningful.

The definition of MSMEs can be explained as in Figure 2; Manufacturing and Services & Other Sectors (SME Corporation Malaysia, 2017). This definition is classified by 2 elements either by sales turnover or number of employees in the organisation. Health and Safety Executive (HSE) United Kingdom (2013) classified MSMEs into **3 groups**, i) unaware-inactive; ii) anxious-active; and iii) confident-active. It is suggested that interventions may be targeted to meet the differing needs of these 3 groups. Although there is a low level of OSH engagement by many SMEs, by careful identification of their characteristics, a practical solutions to encourage and support their efforts to implement OSH can be achieved. Partnerships have the potential to create significant benefits for all participants. Malaysia should identify the percentage of those MSMEs into relevant groups so that we can find out the characteristics and appropriate approach to assist them in enhancing OSH at workplace. The MSMEs themselves also must be aware of which group do they belong to so that they can openly accept the fact and the challenges to be faced in future.

Can better working conditions improve the performance of SMEs? ILO 2013 suggested that by improving working conditions, productivity and profitability can also be improved; a win-win

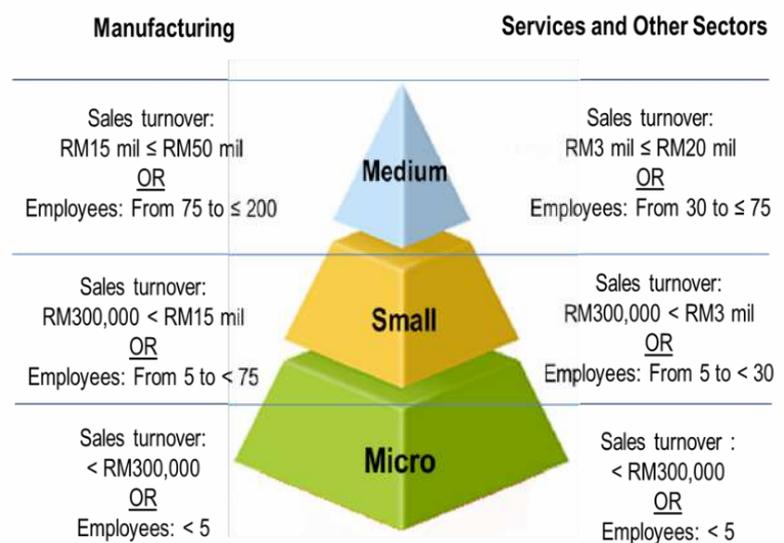


Figure 1: Definition of MSMEs (Source: SME Corporation Malaysia, 2017)

scenario that is good for workers, enterprise owner, communities and economies. Larger organisations also play a role in encouraging MSMEs to get new OSH information, as part of a supply chain or business network. Many workers in MSMEs do not see OSH as something that is owned by their organisation instead it is seen as an intrinsic part of their personal job and a key part of being a responsible practitioner. Owners and employees in MSMEs obtained their OSH knowledge from a diverse range of sources external to their organisations, including professional relationships, regulators, educators and intermediaries.

SMEs and Micro can obtain OSH knowledge or awareness from many sources namely; external organisation, personal and internal organisation. External organisation can be from professional, regulators, educators or academicians and intermediaries. Meanwhile, personal OSH knowledge or awareness can be from experience, previous employment, learning by doing them at actual workplace and common sense. However, the MSMEs will be quite risky to depend to this personal sources if the worker decided to resign from the organisation. Study conducted by NIOSH Malaysia (2015) showed that 40.9% issue was raised in the utility sector which was related to worker's turnover from one company to another. For internal organisation, the OSH knowledge can be from colleagues, manager, OSH manager, human resource unit or division, owner or family member. However, it depends on the OSH knowledge capacity possessed by those parties. If those MSMEs know what to find, from whom to find, to digest and blend the information for OSH implementation then probably they are on the right track. Related government policies such as Small and Medium Enterprises (SME) Master plan 2020 produced by SME Corporation Malaysia, Industri Kecil dan Sederhana (IKS) 2020 published by the Department of Occupational Safety and Health (DOSH) Malaysia and National Institute of Occupational Safety and Health (NIOSH) Strategic Plan 2020 are advocaters of strong public-private partnership, require sharing and collaboration among government, Non-Government Organisation (NGO)s, Employer's Association and Employee's union and to establish focus group involving government, association, academic and industry to carry out relevant research and development (R&D) activities respectively.

OSH compliance support programme that was conducted by Social Security Organisation (SOCSO), DOSH, NIOSH and selected SMEs showed increase of awareness (90%) and workplace improvement (66%). In 2015, there were about 20 SMEs selected to participate in the programme which consist of 10 activities namely; Chemical Health Risk Assessment (CHRA), Local Exhaust

Figure 2: Sources of OSH Knowledge in SMEs and Micro

(Source: Engagement of Micro, Small & Medium-Sized Enterprises in OSH: Project Know-how, Institution of OSH (IOSH), 2016)

Ventilation (LEV), Noise Monitoring, Medical Surveillance, Audiometric Testing, Indoor Air Quality (IAQ), OSH Gap Analysis, OSH Management System Development (Including Hazard Identification, Risk Assessment and Risk Control and 5S), OSH Awareness Workshop, Safety Audit and Ergonomic Risk Assessment (ERA). More than 70% of the MSMEs do not know about those activities and the compulsory requirement to comply with the legislations. Therefore, NIOSH took this opportunity to explain and give awareness on the importance of OSH implementation at their work places. In 2017, the programme used a different approach. The interagency collaboration agreed to implement the adapted Work Improvement for Small and Medium Enterprises (WISE) programme for 50 SMEs to undergo 10 activities such as; Material Storage and Handling, Machine Safety, Workstation Safety Design, Lighting and Ventilation Safety, Control of Hazard Sources, Work Premises, Welfare Facilities, OSH Induction and Housekeeping (5S), Health Promotion and Chemical Management Safety. DOSH reported that about 66% of the SMEs showed OSH improvement at workplace. This finding indicated that SMEs can improve and is willing to improve their workplaces if the appropriate approach, awareness and knowledge are being given to them.

Study conducted by NIOSH Malaysia (2015) showed that the highest issue in complying OSH legislation was **ineffective communication** between main contractor and sub-contractor (68.4%), followed by ineffective communication between sub-contractor management and worker (64.1%) and thirdly was insufficient financial resource to implement OSH programmes (64.1%). There was a negative correlation but significant

between number of accident and compliance level (correlation value = -0.362 and $p=0.020$). It showed that compliance to OSH requirement definitely can reduce accident at the workplace. Regression analysis also found that OSH compliance influenced the number of accident was significant ($p=0.02$).

In conclusion, collaboration and proper partnership can reduce accidents and occupational diseases. Together we must aggressively find out to fix the broken or improper linkages among the interested parties so that the effective and sufficient OSH information can be channelled to the right parties at the right time. MSMEs also must prepare themselves to face the global changes such as Industrial Revolution 4.0, National Transformation 2050 (TN50) agenda and Vision Zero approach. Let us open our minds and be ready to face the future challenges and not forgetting, to upgrade our OSH level in every single of our actions.



This paper was presented by Hj Mohd Esa bin Baruji, Senior Manager, Consultation, Research and Development Department (CRD), NIOSH Malaysia at Accident Prevention Summit 2017 (APS), 3rd to 4th October 2017 in Kuala Lumpur under the theme of *Weaving the alliance in safety, health and wellbeing* organised by SOCSO, supported by NIOSH and DOSH, Ministry of Human Resources

PERSIDANGAN DAN PAMERAN KESELAMATAN DAN KESIHATAN PEKERJAAN KALI KE-20 (COSH 2017)

Pada 17-19 September 2017 telah berlangsung Persidangan bagi Keselamatan dan Kesihatan Pekerjaan kali ke 20. COSH 2017 kali ini berlangsung di Putrajaya International Convention Center (PICC) Putrajaya. Persidangan ini adalah perhimpunan yang paling bermakna dan berinformasi bagi setiap pengamal KKP untuk mereka mengetahui maklumat serta perkembangan terkini di dalam bidang KKP serta berkongsi pengalaman berharga demi memartabatkan budaya kerja selamat dan sihat. Pameran turut diadakan bagi memenuhi keperluan semasa persidangan itu berlangsung.

Pada 18 September 2017, Majlis Perasmian Persidangan dan Pameran Keselamatan dan Kesihatan Pekerjaan kali ke-20 (COSH 2017) telah dirasmikan oleh YAB Timbalan Perdana Menteri Malaysia, Dato' Seri Dr. Ahmad Zahid Hamidi di Pusat Konvensyen Antarabangsa Putrajaya (PICC)

Persidangan dan Pameran Keselamatan dan Kesihatan Pekerjaan kali ke-20 (COSH 2017) ini merupakan forum yang terbaik kepada para majikan dan pekerja untuk mengetahui maklumat serta perkembangan terkini di dalam bidang Keselamatan dan Kesihatan Pekerjaan (KKP) serta dapat menghasilkan cetusan idea dan pendekatan yang berguna dalam membantu para majikan dan pekerja secara amnya dan kerajaan khususnya untuk melaksanakan usaha penambahbaikan berterusan ke tahap yang lebih baik.

Penyertaan terdiri daripada peserta-peserta di kalangan Pengamal-pengamal Keselamatan dan Kesihatan Pekerjaan (KKP), Orang Yang Kompeten (OYK), pihak majikan, pihak Pekerja, Penyelidik serta semua yang terlibat di dalam bidang KKP dari dalam dan luar Negara. Gabungan dan garapan ilmu, pengalaman serta

pengetahuan yang bakal diperolehi menjadi input berguna di dalam merealisasikan usaha berterusan kerajaan dalam mencapai objektif kemalangan sifar di tempat kerja.

COSH 2017 kali ini bertemakan "OSH Sustainability Through Professionalism" yang dipilih selaras dengan aspirasi Negara dan hasrat kerajaan untuk meningkatkan amalan kerja selamat dan sihat serta mengurangkan

kadar kemalangan dan penyakit di tempat kerja. COSH 2017 ini juga merupakan persidangan tahunan yang diadakan kali ke-20, melibatkan 1,200 peserta tempatan dan luar Negara. Seramai 18 pakar dari dalam dan luar Negara termasuk dari Negara Jerman, Singapura, Korea, Jepun, Australia dan Finland telah dijemput untuk membentangkan ceramah di program 2 hari tersebut.

PROGRAM NIOSH BERSAMA SYARIKAT PENYIARAN

Pada 4 September (Isnin) 2017: Siaran Nasional FM (frekuensi 95.3FM) menyiarkan temu bual bersama Tuan Haji Sham@Zahary bin Sudin, Pengurus Kanan (CSSD) NIOSH pada 9.15 pagi. Temubual berkenaan "Conference and Exhibition on Occupational Safety and Health" (COSH 2017).

Pada 5 September (Selasa) 2017: Siaran Bernama Radio 24 (93.9FM) pada 9.30 pagi temu bual bersama Encik Raemy bin Md Zein, Ketua Pusat Kecemerlangan Ergonomik (NIOSH) dan Encik Yuzainie bin Yusof, Pengurus Bahagian Higein Industri NIOSH, berkenaan "Conference and Exhibition on Occupational Safety and Health" (COSH 2017).

Pada 6 September (Rabu) 2017: siaran KL FM (97.2 FM) pada 2.00 petang temu bual bersama Encik Khairunnizam bin Mustapa, Pengurus Kanan, Jabatan Pendidikan dan Latihan & Pejabat Wilayah NIOSH berkenaan "Conference and Exhibition on Occupational Safety and Health" (COSH 2017).



Pada 6 September 2017 (Rabu): Menyiarkan Program Dialog: Terjaminkah Keselamatan & kesihatan pekerja? Di TV1 RTM jam 9:30-10:30 malam bersama Pengerusi NIOSH Tan Sri Lee Lam Thye dan Encik John R Marin Timbalan Ketua Eksekutif (Operasi)PERKESO.

Pada 12 September 2017 (Selasa): YBhg. Tan Sri Lee Lam Thye bersiaran di dalam Program Selamat Pagi Malaysia di TV1, 8.45 pagi membincangkan topik bersempena COSH 2017 kali ke-20.

Pada 19 September: Malaysia Hari ini di TV3, 8.00 pagi menyiarkan bersama YBhg. Tan Sri Lee Lam Thye, pengerusi NIOSH membincangkan topik bersempena Persidangan & Pameran Keselamatan dan Kesihatan Pekerjaan Kali ke-20.



KURSUS 'OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT FOR CAMBODIA, LOA PDR, MYANMAR AND VIETNAM DI BAWAH 'THIRD COUNTRY TRAINING PROGRAMME (TCTP)' 2017

Jabatan Keselamatan dan Kesihatan Pekerjaan (JKKP) telah menganjurkan satu kursus peringkat antarabangsa bertajuk 'Occupational Safety and Health Management for Cambodia, Loa PDR, Myanmar and Vietnam (CLMV)' dari 11 hingga 29 September 2017.

Program ini adalah anjuran bersama JKKP dengan kerjasama Japan International Cooperation Agency (JICA) dan Kementerian Luar Negeri, Malaysia (KLN) dalam rangka



program perkongsian di bawah 'Third Country Training Programme (TCTP)'.

Pada 11 September 2017, peserta telah dibawa melawat ke beberapa bahagian di NIOSH seperti Makmal LEV, Klinik Kesihatan Pekerjaan, Gymnasium, Simulator Ruang Terkurung, Bilik Latihan dan Perpustakaan. Sepanjang program itu berlangsung, pihak penganjur telah menggunakan beberapa kemudahan di NIOSH seperti bilik latihan dan kemudahan lain.

TOURISM INDUSTRY

LEE: COMPILE DATA ON ACCIDENTS

NIOSH chairman urges govt to set up unit for this purpose

RIZALMAN HAMMIM
JOHOR BARU
news@nst.com.my

THE National Institute for Occupational Safety and Health (NIOSH) has urged the government to create a special unit to compile data and statistics on accidents in the tourism industry. Its chairman, Tan Sri Lee Lam Thye, said this would allow the authorities to create and implement measures to prevent such accidents from occurring. Lee said it was now difficult to get accurate statistics on accidents in the tourism industry since various agencies were involved.

"I hope the Tourism and Culture Minister (Datuk Seri Nazri Abdul Aziz) can present a proposal to the cabinet to set up the special unit."

"Having accurate statistics on accidents will help the authorities to make plans and take measures to prevent them," Lee said here yesterday.

Between January and July this year, he said, the Department of Occupational Safety and Health (DOSH) recorded 42 accidents in the hotel and restaurant sector.

Last year, he said, the department recorded 87 accidents and three deaths in the same sector.

"However, these accidents mostly involved employees. It is difficult to get accurate data on accidents involving tourists or visitors."

He said this after opening the "Occupational Safety and Health Awareness" seminar for the tourism sector at the Persada Jo-



National Institute for Occupational Safety and Health chairman Tan Sri Lee Lam Thye (centre) speaking at the "Occupational Safety and Health Awareness" seminar in Johor Baru yesterday. PIC BY HAIRUL ANUAR RAHIM

hor International Convention Centre here.

Lee said NIOSH encouraged tourism industry players to adopt the Occupational Safety and Health concept for the tourism industry to reduce the

number of accidents and health problems.

"The concept does not mean that they must achieve zero accidents. It is to tell them that accidents and health problems at the workplace are preventable.

"If all in the tourism industry adhere to this concept, they will certainly take proactive steps to prevent accidents or illnesses from happening and, ultimately, reduce the number of cases every year," Lee said.

Niosh: Special unit needed to collect data on tourism accidents

JOHOR BARU: A special unit should be set up under the Tourism and Culture Ministry to collect data on accidents involving the travel industry, said the National Institute of Occupational Safety and Health (Niosh).

Niosh chairman Tan Sri Lee Lam Thye said there were reports of accidents such as drowning at recreational areas and injuries sustained by tourists in hotels and theme parks.

"But it is difficult to get the exact number as such data is usually collected by different agencies such as the police, Fire and Rescue Department and Malaysian Civil Defence Department according to their jurisdictions.

"The special unit is entirely up to the ministry, but I sincerely hope that the Tourism and Culture Minister will bring this up with the Cabinet for discussion," he told reporters after opening an Occupational Safety and Health Awareness Seminar for the tourism sector here yesterday.

Lee said based on information provided by the Department of Occupational Health and Safety, 42 accidents were reported in hotels and restaurants around the country in the first seven months of this year.

Last year, there were 87 accidents - two of which involved permanent disability - and three deaths, he said.

"Such cases will not only lead to the loss of life but can tarnish the country's reputation as a major tourist destination in the region," he added.

Niosh, he said, was ready to help the industry with training or seminars to spread awareness of occupational safety and health issues among tourism players and employees.

LEE: COMPILE DATA ON ACCIDENTS

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NIOSH: SPECIAL UNIT NEEDED TO COLLECT DATA ON TOURISM ACCIDENTS

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Date of Publication: 14 September 2017

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4 Tragedi kebakaran pusat tahfiz di Kuala Lumpur

KOSMOI SELASA 19 SEPTEMBER 2017

TPM minta Institut Keselamatan dan Kesihatan Pekerjaan Negara bantu kementerian NIOSH selaras aspek keselamatan

Oleh JUN-HAIRI ALYASA

PUTRAJAYA - Institut Keselamatan dan Kesihatan Pekerjaan Negara (NIOSH) telah dijemput untuk menyertai pasukan petugas khas bagi menyelaras aspek keselamatan di semua sekolah termasuk sekolah tahfiz di negara ini.

Timbalan Perdana Menteri, Datuk Seri Ahmad Zahid Hamidi berkata, kerajaan tidak boleh membiarkan Kementerian Pendidikan bersendirian dalam menentukan aspek keselamatan di sekolah.

"Kita mahu anak-anak kita selamat dan berada pada tahap kesihatan yang terbaik. Kita juga jangan lupa dengan golongan guru dan kakitangan sekolah yang juga perlu diberikan perhatian," katanya ketika beru-

cap merasmikan Persidangan serta Pameran Keselamatan dan Kesihatan Pekerjaan Kali Ke-20 (COSH 2017) di Pusat Konvensyen Antarabangsa Putrajaya (PICC) di sini semalam.

Hadir sama pada majlis tersebut ialah Menteri Sumber Manusia, Datuk Seri Richard Riot Jaem dan Pengerusi NIOSH, Tan Sri Lee Lam Thye.

Kelmarin, pada satu majlis di Kangar, Perlis, Ahmad Zahid memberitahu, satu mesyuarat Jawatankuasa Bertindak bersama Perdana Menteri, Datuk Seri Najib Tun Razak mengenai cadangan hasil sisatan Suruhanjaya Diraja (RCD) Pondok Pak Ya akan diadakan.

Pada majlis itu juga, beliau turut mencadangkan satu jawatankuasa baharu perlu dibentuk bagi menyelaras sekolah-

sekolah agama rakyat, muahad tahfiz dan pondok agama kerana kerajaan Pusat tidak berhasrat mencampuri hal ehwal sekolah berkenaan yang berada di bawah bidang kuasa agama negeri-negeri.

Jelasnya, walaupun satu dasar mengenai sekolah agama dan pondok boleh diwujudkan tetapi kuasa untuk mengambil tindakan masih tertakluk kepada negeri masing-masing.

Delam pada itu, Lam Thye berkata, NIOSH mempunyai kepakaran untuk membangunkan modul menyeluruh yang boleh digunakan oleh guru dan kakitangan sekolah.

"NIOSH akan mencadangkan supaya audit keselamatan diwujudkan di sekolah terutamanya sekolah-sekolah yang berusia 20 tahun ke atas.

"Pihak kami juga akan mencadangkan supaya satu jawatan



AHMAD ZAHID bersama Riot (dua dari kiri) melihat peralatan keselamatan pada Persidangan serta Pameran Keselamatan dan Kesihatan Pekerjaan 2017 di Putrajaya semalam.

kuasa keselamatan dan kesihatan yang diwakili oleh pihak sekolah ini tu pengetahuan, guru dan pelajar untuk berbincang aspek keselamatan di sekolah dan ini

dijadikan satu kewajipan kepada seluruh sekolah di negara ini selaras dengan Akta Keselamatan dan Kesihatan Pekerjaan 1994," katanya.

NIOSH SELARAS ASPEK KESELAMATAN

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