



OCCUPATIONAL SAFETY AND HEALTH

# MASTER PLAN

2016-2020

OSH Transformation – Preventive Culture



## **Occupational Safety and Health for Our Well-Being**

Ministry of Human Resources, Malaysia  
Department of Occupational Safety and Health

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# Foreword By **The Prime Minister**



A handwritten signature in black ink, which appears to be the name 'Najib Razak' in a stylized script.

Dato' Sri Mohd Najib bin Tun Haji Abdul Razak  
**Prime Minister of Malaysia**

As a developing nation, Malaysia is subjected to great pressure and major trials as it faces the challenges of the 21st century. It is among the countries which have recorded the highest growth in GDP in the region.

The quality of life of the people has improved subsequent to the rise in per capita income and average household income. Such improvement results from the various initiatives of the Government to strengthen the economy and governance in order to raise the quality of life of the people. These initiatives include the Government Transformation Programme (GTP) and the Economic Transformation Programme (ETP) driven by the Tenth Malaysia Plan.

To move forward, we need to navigate a more challenging and competitive global environment. Current technological advances have indirectly impelled the Government to take the necessary measures to promote a work environment that is both conducive and capable of stimulating national productivity.

I wish to congratulate the Department of Occupational Safety and Health (DOSH) for successfully producing a complete document on the direction and aims of the Government to uphold occupational safety and health (OSH) in this country as a comprehensive master plan. This Occupational Safety and Health Master Plan (OSHMP 2020) is expected to contribute to reduced rate of occupational accidents and diseases and thus assist the Government in raising the quality of life of the people. The quality of working life is an element contributing to the well-being of Malaysians.

It is also my hope that each and every one of us will fulfil our responsibility and role to make this National Mission a success. I trust this master plan will provide clearer and more detailed guidance to all stakeholders to enable them to contribute cohesively to the goal. Therefore I hope all parties will give their full commitment to ensure that the task of upholding OSH in this country is carried out.

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## **This Occupational Safety and Health Master Plan (OSHMP 2020)**

is expected to contribute to reduced rate of occupational accidents and diseases and thus assist the Government in raising the quality of life of the people.

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# Foreword By The Minister Of Human Resources

In the endeavour to transform Malaysia into a developed nation, it is imperative to ensure that both employers and workers are able to work in a safe, healthy, conducive and productive environment. This master plan is a document elucidating the future direction of the country's occupational safety and health (OSH). Its development is consistent with the direction of the Government wherein every strategy formulated is aimed at supporting the foundation to build a high-income developed nation and to transform the nation in order to achieve the goal of a Preventive Culture by 2020.

As human resources form the most important national asset, occupational safety and health is an important element in ensuring a safe and healthy workplace. This will assist employers in increasing productivity.

Being cognisant of the matter, the Ministry of Human Resources, through the role played by the Department of Occupational Safety and Health (DOSH), has taken proactive measures to develop the Occupational Safety and Health Master Plan (OSHMP 2020) as the basis and direction for the development of OSH activities in the country as well as to ensure a safe, healthy and conducive work environment is created by 2020.

In conclusion, I seek the cooperation of all parties to stand resolute as one in order to ensure the success of this master plan. The process of transforming national occupational safety and health demands that we strive diligently to move forward and thus realise the National Mission of Vision 2020.

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Its development is consistent with the direction of the Government wherein every strategy formulated is aimed at supporting the foundation to build a high-income developed nation

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Dato' Sri Richard Riot Anak Jaem  
**Minister of Human Resources, Malaysia**

# Foreword By **The Chairman Of National Council For Occupational Safety And Health**

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The Government through the Ministry of Human Resources will continue to implement various measures to address issues related to OSH. This includes formulating new strategies and improve the enforcement of OSH at the workplace...

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Firstly, I would like to extend heartfelt congratulations to the Department of Occupational Safety and Health (DOSH) for being committed in producing the Occupational Safety And Health Master Plan (OSHMP) 2020. Well done and Congratulations.

The contribution of each worker is important and meaningful in efforts towards a status of developed nation by 2020. The Government is aware that along with the implementation of the national transformation policies, risks related to OSH is also growing. The government has always sought to ensure occupational safety and health standards are constantly reviewed and developed to keep pace with current needs.

In this case, the Government through the Ministry of Human Resources will continue to implement various measures to address issues related to OSH. This includes formulating new strategies and improve the enforcement of OSH at the workplace, drafting regulations and standards, training and promotional activities regarding aspects of OSH in every sector of employment.

To enhance the system of OSH in our country, the Government launched the Occupational Safety and Health Master Plan 2020 (OSHMP 2020), which will focus on the implementation of a culture of prevention (preventive culture) to further strengthen the establishment of a "Safe and Healthy Work Culture" among employers and workers. It is a continuation of the implementation of values of OSH ownership and self-regulation as in the previous two master plans before.

I hope to all stakeholders to support the Government's efforts to transform OSH in the country towards the establishment of a safe and healthy work culture. Establishment of a safe and healthy work culture can not be implemented properly without the cooperation and support of all parties, particularly in compliance with the laws and regulations in force.

Thank you.



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Dato' Sri Haji Ismail Bin Haji Abd Muttalib  
**Chairman of National Council for Occupational Safety and Health**



# View From **Members Of National Council For Occupational Safety And Health**

“It is hoped that **OSHMP 2020** will be an effective mechanism of cooperation between agencies in addressing issues related to occupational diseases and poisoning.”

**Dr. Priya a/p Ragunath**

*Chairman of the Society of Occupational and Environmental Medicine (SOEM), Malaysian Medical Association (MMA).*



“**OSHMP 2020** is a reference to the country’s direction towards a culture of safety and health at work and improved quality of life. SMEs accounted for 63 per cent of total employment in Malaysia. Productivity of SMEs is expected to increase with this plan through increased awareness of safety and health being more comprehensive and detailed. SMEs as the backbone and the main contributor to the economic development of the country in achieving Vision 2020 should take proactive steps to make this document as a reference in the strategic planning of their respective companies.”

**Isham bin Ishak**

*Chief Operating Officer of SME Corp. Malaysia*

“We hope that **OSHMP 2020** will improve safety and health in all sectors, especially in the sector of small and medium enterprises. Safety and health of workers must be given priority in order to improve the welfare and productivity of workers.”

**Michael Kang Hua Keong**

*Presiden, Persatuan Pengusaha Kecil dan Sederhana Malaysia (SME Association of Malaysia)*







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“Moving forward, we envision besides significant economic evolution, a major transformation of the industries through new technology, process, application, alternative materials and skill sets resulting in new uncharted course and Implications to OSH. **OSHMP 2020** is to be highly praised and is the right step in addressing OSH needs moving forward. Congratulations!”

**Lt Kol ( K ) Dr Sam Quah**  
*Council Member, Malaysian Employers Federation (MEF)*

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“The launch of **OSHMP 2020** is a very good effort to ensure that all workers are always in good health and are always alert, especially when carrying out their duties and everyday life.”

**Matkar bin Siwang**  
*Vice President of Malaysian Trades Union Congress (MTUC)*



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“We hope that those competent in the field of occupational safety and health play a role to ensure the success of **OSHMP 2020** according to their expertise in line with OSH technology globally.”

**Pn. Hjh Maimunah binti Khalid**  
*President of Malaysian Society for Occupational Safety & Health (MSOSH)*

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“Governments, employers and workers should work together to ensure **OSHMP 2020** is successfully implemented.”

**Pn. Zaidah binti Hussain**  
*Branch Manager, Yayasan Sabah Group  
(Kuala Lumpur Branch)*



# Foreword By **The Director-General**

Praise be to Allah. I am thankful to Allah SWT for with His beneficence that the Department of Occupational Safety and Health (DOSH) has fulfilled its responsibility of implementing the previous Occupational Safety and Health Master Plan of 2011-2015 (OSH-MP 15). The most significant moment was when a major portion of what was set down in this master plan was successfully carried out, which led to the achievement of the goal.

Various alternatives were carried out to ensure that quality services continue to be provided and improved on from time to time, including the preparation of this master plan for 2016-2020, as part of the Government's on-going endeavour for the country to achieve developed nation status through the application of a Preventive Culture by 2020. In this master plan, several objectives have been identified for immediate implementation. They include reduction in the fatality rate to 4.36/100,000 workers, reduction in the rate of accidents to 2.53/1,000 workers and rise in the reporting of occupational diseases and poisoning by 30% by 2020.

I hope that this master plan will be able to significantly boost occupational safety and health to protect the employers and workers in this country. It is imperative that all parties continue to mobilise their energy and efforts in order that OSH becomes a contributor to the endeavour of realising the aspiration of the country to flourish into a high-income developed nation by 2020.

May all measures taken be beneficial and have a comprehensive impact for all parties, in particular employers and workers, who aspire to a safe, healthy and harmonious work environment. Let us all work together to ensure that the 2016-2020 Occupational Safety and Health Master Plan achieves its set vision and mission.

All the best.

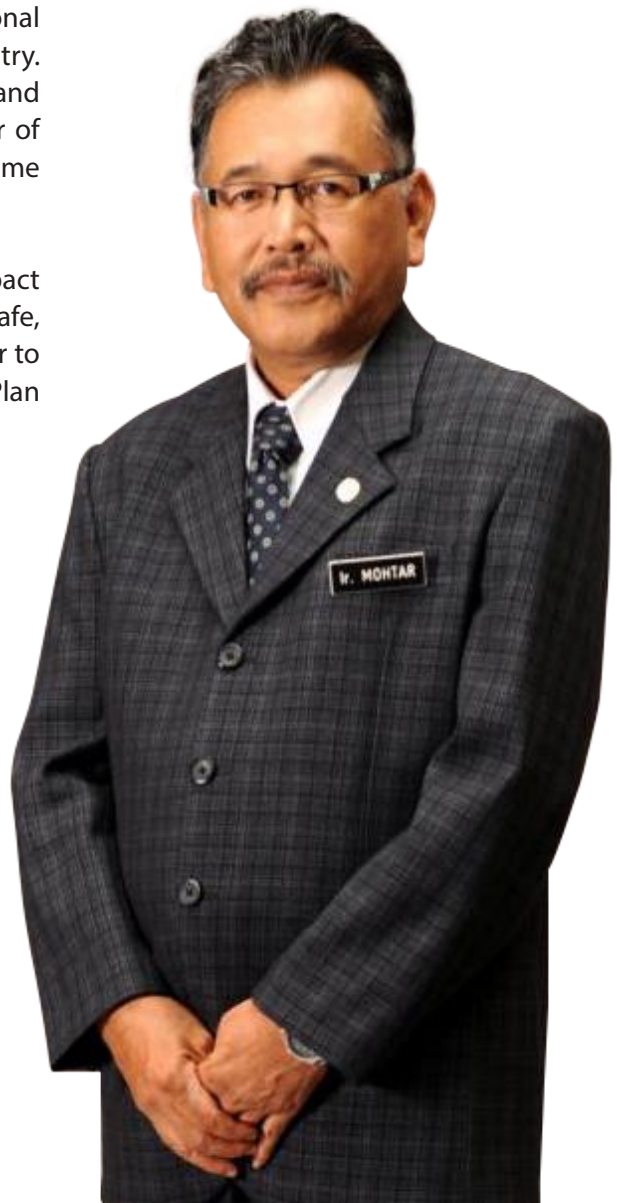


Dato' Ir Mohtar Bin Musri  
**Director-General, Department of Occupational  
 Safety and Health, Malaysia**

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Various alternatives were carried out to ensure that quality services continue to be provided and improved on from time to time, including the preparation of this master plan for 2016-2020

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# INTRODUCTION

## OCCUPATIONAL SAFETY AND HEALTH MASTER PLAN 2016-2020

CONTRIBUTION OF OSH TO NATIONAL POLICIES

VISION

MISSION

OUTCOMES OF OSH-MP 2020

2020 TARGETS

# Introduction

The **11th Malaysian Plan** was framed by giving priority to the people in all development efforts. People based economy will be given priority. This approach reinforces the Government’s commitment to improve people’s living standards, dignity and potential to take advantage of economic development and progress.

## OSH MASTER PLAN 2016-2020

### SAFETY AND HEALTH WORK CULTURE



#### OUTCOME OWNERSHIP

##### SPBP 2006-2010

- Increased efficiency of OSH officers and practitioners
- Strategic alliances
- Increased enforcement activities
- Focuses on critical sectors (SMEs, Construction Sites, Transportation and Schools)
- R&Ds
- Increased Government leadership
- OSH Management System

#### OUTCOME SELF-REGULATION

##### OSH-MP 2011-2015

- National OSH Framework Policy
- Increased tripartite cooperation
- Promotion of a Prevention Culture
- Obtained and developed new skills and competencies
- Regionally strategic alliances
- Increased enforcement activities
- Focuses on ergonomic, stress and other issues
- R&Ds – structured and pre-defined
- Increased leadership (employers / unions)
- Business focus – increase of SMEs
- OSH Management System in place

#### OUTCOME PREVENTION CULTURE

##### OSHMP 2016-2020

- Increased public awareness of OSH
- Practice of Self-regulation
- National OSH policy and framework established
- Promotion of preventive culture and best practices
- Development of team of experts in multiple areas and skills
- Internationally strategic alliances
- Increased enforcement activities
- Focuses on new hazards
- R&Ds – results-driven research
- Increased leadership
- OSH Management System as part of business

This is in line with the goal of achieving the status of a developed and inclusive nation by the year 2020, where all levels of society should benefit from the country's economic prosperity. Accordingly, for the first time the country's growth target will not only be measured by measuring the growth of GDP and income per capita, but will also take into account household income and the Malaysian Well-being Index (MWI). The aim is to evaluate the impact of economic growth on public well-being.

The Occupational Safety and Health Master Plan 2016-2020 is a strategy and programme formulated to further boost national occupational safety and health (OSH) to a greater level to protect the nation's human resources which are an important asset to the success of national development programs in realizing the goals of Vision 2020.

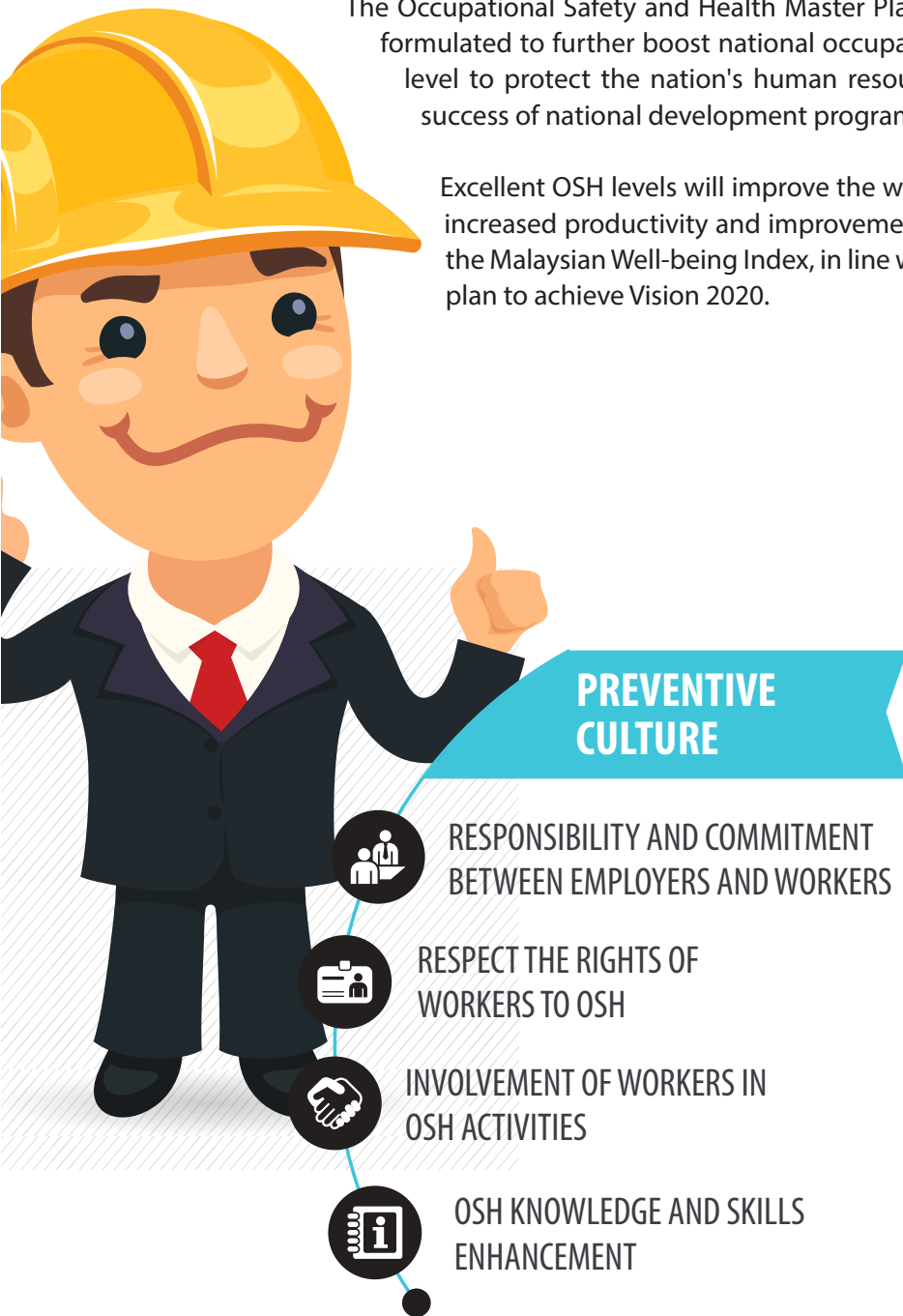
Excellent OSH levels will improve the workers' quality of life and thus contribute to increased productivity and improvement in the Working Life Component Index of the Malaysian Well-being Index, in line with the country's policy and transformation plan to achieve Vision 2020.

This master plan is a continuation of the previous two OSH strategic plans started in 2006 which were premised on the nurturing of a Safe and Healthy Work Culture among employers and workers. Safe and Healthy Work Culture is a cornerstone in making workplaces safer and healthier in Malaysia through a strategic program to prevent accidents and occupational diseases.

The main strategy of **OSHMP 2020** is the inculcation of a Preventive Culture at the workplace. This approach will follow through with the implementation and inculcation of the principle of responsibility and self-regulation carried out in the previous two plans in order to bolster the nurturing of a Safe and Healthy Work Culture among employers and workers.

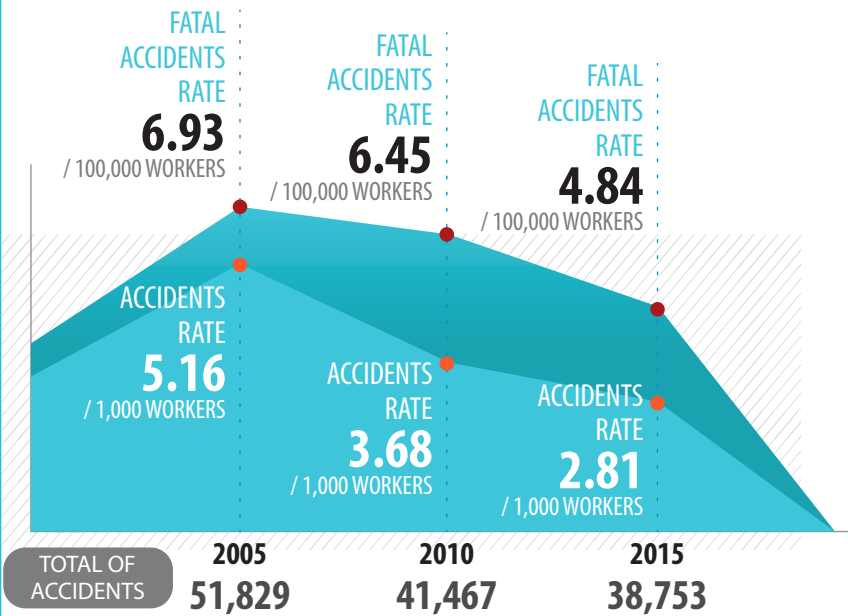
The Preventive Culture places a high premium on awareness, responsibility and commitment among employers and workers, respect for the rights of workers with

regard to OSH, encouragement of the involvement of workers in OSH activities, enhanced OSH knowledge and skills, as well as capable OSH management that is founded on effective risk management. The desired outcome is the transformation of the workplace in this country into a safe and healthy environment to protect the most important asset – the workers.



OSH achievements in this country, since the implementation of the previous of two strategic plans, reveal a positive effect in improving the Working Life Component Index under Malaysian Well-being Index by decreasing the number and rate of workplace accidents.

**INDUSTRIAL ACCIDENTS**

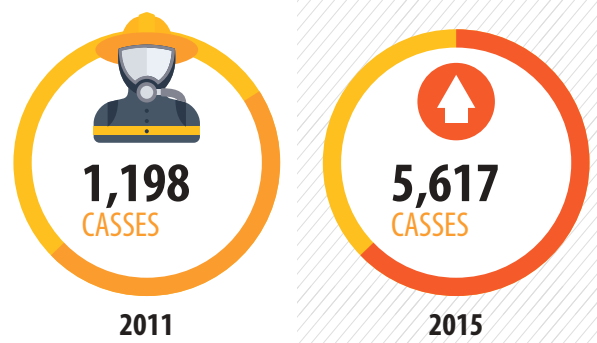


In 2005, as many as 51,829 industrial accidents were reported. Analysis showed that 6.93 fatal accidents occurred for every 100,000 workers and 5.16 accidents for every 1,000 workers. At the end of 2015, the number of accidents decreased to 38,753 cases while the rate of fatal accidents per 100,000 workers decreased to 4.84 and the rate of accidents per 1,000 workers decreased to 2.81. To be on a par with developed countries, the accident and fatality rates must be lowered further.

Where industrial hygiene is concerned, 1,198 cases of occupational diseases and poisoning were reported to the Department in 2011 compared to 5,617 cases in 2015. The number of cases reported in 2011-2015 was 13,843. Nevertheless, this number remains low compared to the number reported in developed nations. This shows the issue commonly faced by many countries, including Malaysia, of unreported cases of occupational diseases.

With the conviction that Safe and Healthy Work Culture will improve the well-being of employers, workers and the country, the five-year OSHMP 2020 focuses efforts to reduce the rate of accidents and death by 10% by reducing the rate of accidents to 2.53 per 1,000 workers and the rate of fatalities to 4.36 per 100,000 workers come 2020. This OSH master plan will also ensure an increase in the reporting of occupational diseases and poisoning by 30% come 2020 compared to the rate in 2015.

**TOTAL CASES OF OCCUPATIONAL DISEASES AND POISONING REPORTED ON**



**OSHMP 2020** employs five main strategies founded on the endeavour to increase stakeholder awareness, responsibility and commitment to OSH

To realise this goal, the **OSHMP 2020** employs five main strategies founded on the endeavour to increase stakeholder awareness, responsibility and commitment to OSH. All parties must move together to fulfil their respective responsibilities and roles to create a safe and healthy workplace through the inculcation of the values of a Preventive Culture. These five strategies are Government Leadership, Strengthening of OSH Management at the workplace, OSH Sharing and Network, Mainstreaming Industrial Hygiene and International OSH Strategic Alliance.

These five strategies of the **OSH-MP 2020** are in turn reinforced by various programmes and activities focused on nurturing Preventive Culture among employers and workers. To ensure its success, aside from the commitment of employers and workers, OSH-MP 2020 outlines the duties and responsibilities of all stakeholders which are the Government, associations, competent persons and relevant parties with influence over employers and workers.



The involvement and cooperation of all parties are the crux of success of this master plan to bring about an enhanced workers' quality of working life, increased organisational productivity and competitiveness and thus contributing to the improvement of the Malaysian Well-being Index which is an indicator to the quality of life of Malaysians.

# Contribution Of OSH To National Policies

The objective of the OSHMP 2020 is the enhanced quality of working life of the nation’s most important asset through prevention of accidents and diseases at the workplace. A safe, healthy and conducive work environment leads to healthy, productive and innovative workers who will contribute to increased productivity and competitiveness of the organisation. The country greatly requires healthy, productive and innovative workers to achieve the objectives of the national development policies such as the Eleventh Malaysia Plan (11MP), Government Transformation Programme (GTP) and Economic Transformation Programme (ETP).

## OSH FOR THE WELL-BEING OF WORKERS

A safe and healthy work environment will benefit workers in the following ways:



- Increased confidence to carry out work productively.
- The capability to work as a consequence of prevention of occupational accidents and diseases which can jeopardise health and cause injury and death.
- Not being a burden to family, society and nation following occupational accidents and diseases.
- Positive effect on the quality of working life and quality of life of workers.
- Improved morale.

## OSH FOR THE WELL-BEING OF EMPLOYERS



### INCREASE IN PRODUCTIVITY

A safe, healthy and conducive work environment:



- Increases worker productivity
- Reduces worker absenteeism due to health and injury problems.
- Prevents loss of skilled workers following occupational accidents and diseases.
- Smooths organisational operation without discharge of workers due to accidents.

### INCREASE IN ORGANISATIONAL COMPETITIVENESS



- Fulfils the OSH requirements prescribed by the organisation’s clients.
- Improves organisational ratings.
- Enhances the image of the organisation.
- Is a magnet for intake of new workers and increased worker loyalty to commit to working for the organisation.

### REDUCED BUSINESS COSTS



- No increase in insurance premium.
- No loss of trained workers.
- No payment of compensation for accidents.
- No accident management cost.
- No damage to property.
- No court penalty.
- No cost for repair of workplace.



## SUPPORT AND CONTRIBUTION OF OSHMP 2020 TO 11MP

- Protects from the loss of national human capital as a result of accidents and diseases at work
- Supports the well-being of the people through the programme to improve the quality of working life.
- Protects workers and the population during implementation of national infrastructure development projects.
- Improves the quality of working life and consequently raises the quality of life of the people.
- Raises productivity of workers and the organisation.
- Enhances competitiveness of the organisation to support national economic growth.
- Supports environmental conservation.
- Smooths implementation of infrastructure development programmes through prevention of accidents.
- Prevents loss to the country due to occupational accidents and diseases.

## MALAYSIAN WELL-BEING INDEX 125.4

<b>Economic Well-being</b>	<b>133.3</b>
Transport	136.9
Communications	136.2
Education	132.9
Income and Distribution	131.8
<b>Working Life</b>	<b>128.6</b>
<b>Social Well-being</b>	<b>121.0</b>
Housing	136.9
Leisure	131.4
Governance	128.1
Public Safety	125.6
Social Participation	120.6
Culture	120.3
Health	114.1
Environment	107.3
Family	104.6

Source: Malaysian Well-being Index Report 2013, Economic Planning Unit (EPU)

The working life component index improved to **128.6** points in 2012. This was contributed mainly by a low number of industrial accidents and a decrease in the number of trade disputes, as well as lower average working hours. These reflected the existence of a more conducive working environment and healthier employer- worker relationship.

### WORKING LIFE



#### 1 Trade disputes (-)

Refers to the number filed in the dispute between the employer and his/her workers on issues related to work or non-work or the terms and conditions of employment or working conditions.

#### 2 Man-days lost due to industrial action ('000) (-)

Refers to the number of working days lost to-date or within the period (usually one year) for reasons such as accidents, lockout or strike.

#### 3 Industrial accidents (-)

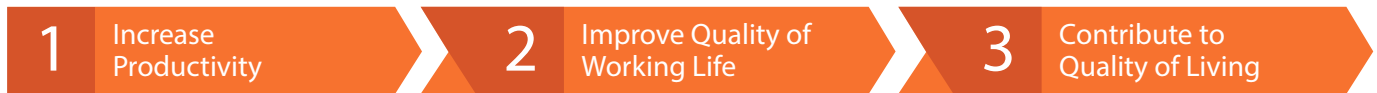
Refers to the number of death, permanent disability and temporary disability due to accidents at work and occupational diseases.

#### 4 Average working hours (-)

Refers to average hours per week of work among the employed. Data refer to the number of hours worked divided by the total number of jobs. Standard working hours in countries around the world is about 40 to 44 hours a week.

As Malaysia aspires to be a high income advanced nation, the quality of working life becomes an increasingly important factor influencing general well-being. Quality of working life can be measured from a range of improvements in the working environment. Such improvements will help increase workers' satisfaction, productivity and performance, resulting in enhancement of well-being. The quality of working life was assessed through four indicators, namely industrial accidents rate, trade disputes, man-days lost due to industrial actions and average working hours.

# MODEL OF OSHMP 2020



## To Inculcate a Safe and Healthy Work Culture for the Well-Being of Workers, Employers and the Country

A Safe and Healthy Work Culture in the context of the work environment is the practice of safe and healthy work which is defined as the essential value to protect and raise the health and well-being of the individual and environment.



## Inculcation of a Preventive Culture at the Workplace

A Preventive Culture places a high premium on awareness, responsibility and commitment among employers and workers, respect for the rights of workers with regard to OSH, encouragement of the involvement of workers in OSH activities, enhanced OSH knowledge and skills, as well as capable OSH management that is founded on effective risk management. The desired outcome is the transformation of the workplace in this country into a safe and healthy environment to protect the most important asset – the workers.

# OUTCOMES OF OSHMP 2020



- Enhanced awareness, responsibilities and commitment of employers and workers to OSH.
- Increased efficiency in OSH management founded on effective risk management.
- Possession of sufficient OSH knowledge and experience among employers and workers.
- Increased worker involvement, cooperation and support in OSH activities.
- Improved quality of working life.
- Increased organisational productivity and national competitiveness.

## 2020 Targets

Reduction in  
**rate of fatalities**  
**4.36/100,000**  
workers

Reduction in  
**rate of accidents**  
**2.53/1000**  
workers

Increase in reporting of  
**occupational diseases and poisoning**  
workers  
**30%**

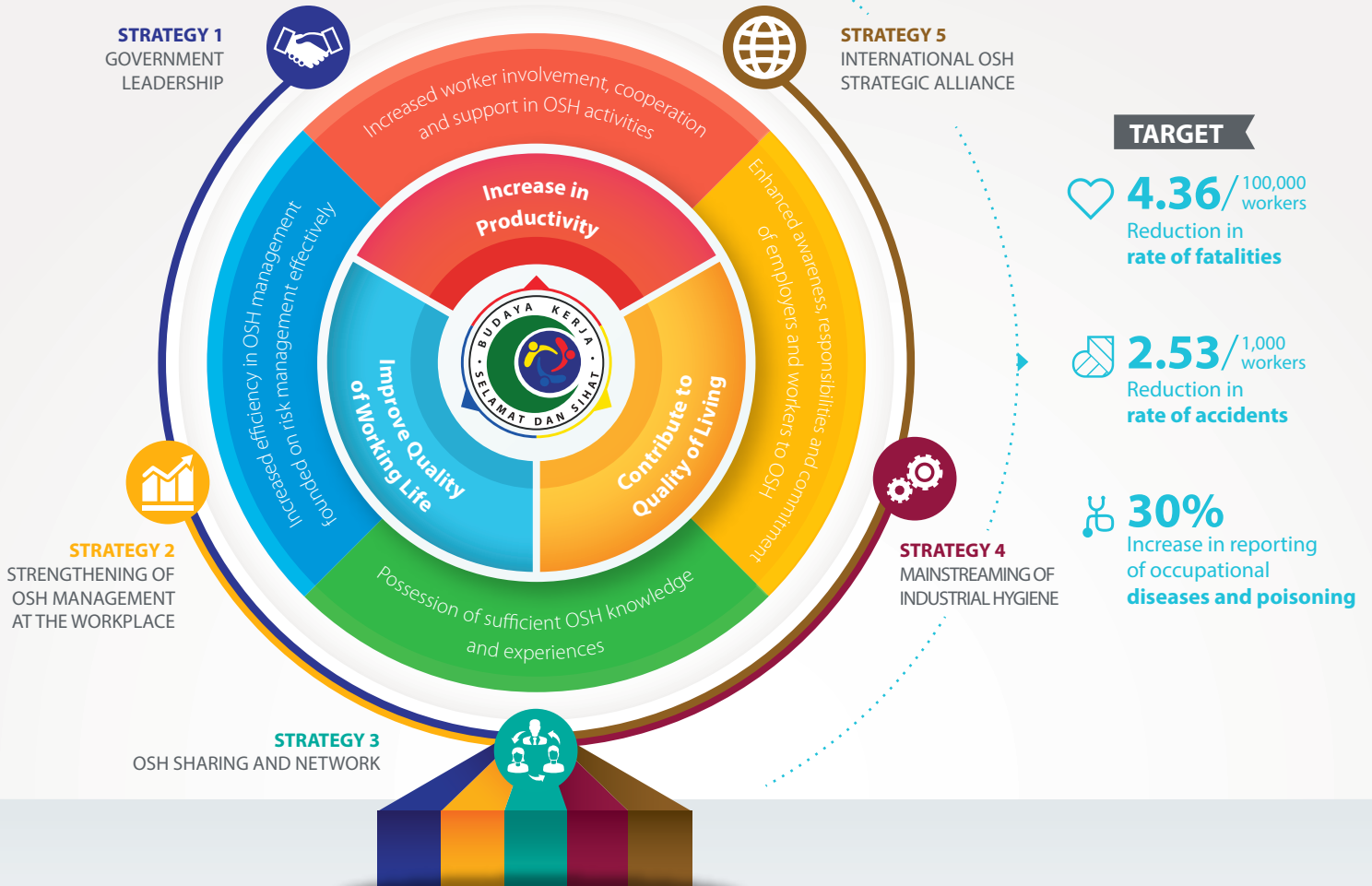
## VISION

To Inculcate a Safe and Healthy Work Culture for the Well-Being of Workers, Employers and the Country

## MISSION

Inculcation of a Preventive Culture at the Workplace

# Concept Model Of OSHMP 2016-2020



## TARGET

**4.36** / 100,000 workers  
Reduction in rate of fatalities

**2.53** / 1,000 workers  
Reduction in rate of accidents

**30%**  
Increase in reporting of occupational diseases and poisoning



### GOVERNMENT LEADERSHIP

- Programme 1**  
The Government As The Role Model Of OSH
- Programme 2**  
Sharing Of OSH In The Country (NCOSH)
- Programme 3**  
Policies And Legislation
- Programme 4**  
OSH Data And Research
- Programme 5**  
Capacity Of Enforcers



### STRENGTHENING OF OSH MANAGEMENT AT THE WORKPLACE

- Programme 1**  
OSH Knowledge And Skills
- Programme 2**  
OSH Compliance
- Programme 3**  
Promotion Of The Preventive Culture
- Programme 4**  
OSH Innovation
- Programme 5**  
Effective OSH Enforcement
- Programme 6**  
Increase In Number And Quality Of OSH Practitioners



### OSH SHARING AND NETWORK

- Programme 1**  
Supply Network And Chain
- Programme 2**  
OSH Through Association Activities
- Programme 3**  
OSH Through Social Responsibility
- Programme 4**  
OSH For Prospective Workers



### MAINSTREAMING OF INDUSTRIAL HYGIENE

- Programme 1**  
Re-Engineering Of Industrial Hygiene Management
- Programme 2**  
Comprehensive Health Risk Assessment
- Programme 3**  
Occupational Health Service Programme At The Workplace
- Programme 4**  
Industrial Hygiene Outreach Programme
- Programme 5**  
Effective Enforcement Of Legislation Relating To Industrial Hygiene



### INTERNATIONAL OSH STRATEGIC ALLIANCE

- Programme 1**  
Collaboration With International OSH Institutes And Experts
- Programme 2**  
Study Of International OSH Standards
- Programme 3**  
National And International Industrial Hygiene Collaborative Networks





## OUTCOMES

- Effective OSH management practised by the public sector to ensure the safety and health of public officers.
- The public sector influences and inculcates Preventive Culture in the industries.
- OSH policies and legislation deal effectively with OSH issues while inculcating Preventive Culture at the workplace.
- The role of the NCOSH is strengthened to increase involvement, cooperation and the contribution of all relevant parties to consolidate OSH in the country.
- Creation of a comprehensive data collection system and conducting of OSH research to help resolve OSH issues in addition to assessing OSH progress and performance in the country.
- Improved capacity of OSH enforcers to plan, develop and carry out OSH policies and legislation effectively.
- Enhanced quality of service delivery and OSH facilities for the industries.

# STRATEGY 1

## GOVERNMENT LEADERSHIP

**PROGRAMME 1:** THE GOVERNMENT AS THE ROLE MODEL OF OSH

**PROGRAMME 2:** SHARING OF OSH IN THE COUNTRY (NCOSH)

**PROGRAMME 3:** POLICIES AND LEGISLATION

**PROGRAMME 4:** OSH DATA AND RESEARCH

**PROGRAMME 5:** CAPACITY OF ENFORCERS

# STRATEGY 1

## GOVERNMENT LEADERSHIP



The Government, as the entity formulating and implementing policies and legislation, is the main driver in ensuring improved OSH in the country through various means and approaches to influence and inculcate Preventive Culture at the workplace.

Government agencies can serve as role models for industries through the practice of the OSH Preventive Culture by public servants. The strengthening of OSH management in these agencies can be an example for the industries to jointly support the master plan. Government agencies also play a part in influencing the standard of OSH in the industries by making the inculcation of OSH a mandatory requirement in the selection of suppliers and contractors offering their services to the Government.

The National Council for Occupational Safety and Health (NCOSH), the apex tripartite body in the country, can boost Government leadership in OSH through its role in raising the involvement and cooperation of Government agencies, employers, workers, associations and industrial unions as well as stakeholders through the contribution of ideas and recommendations to strengthen OSH management and governance in the country. Through self-regulation, it can also encourage the development of guidelines, training, dissemination and sharing of OSH information, on top of promotions and campaigns conducted by the industries.

OSH policies and legislation are the primary change agents which will mould the inculcation of a Preventive Culture at the workplace. On-going development and review of OSH policies and legislation by the Government are crucial to ensure their effectiveness and appropriateness to changes and development in the industries, businesses, knowledge and technology in resolving existing and new OSH issues as well as improving the quality of Government service delivery to the industries.





Furthermore, the resolution of OSH issues and evaluation of OSH achievements in the country depend heavily on the collection of comprehensive data and the conducting of OSH research. In this respect, the Government promptly needs to strengthen OSH data collection and analysis in order to identify priorities in handling OSH issues, while assessing the progress and performance of OSH in the country.

Concurrent with industrial changes and development in various areas arising from Government policies to achieve developed nation status, the capacity of OSH enforcers has to be bolstered. This will ensure that the policies are developed and implemented effectively, transparently and equitably. Enforcement knowledge, skills and expertise of the enforcers must be raised consistent with needs and appropriateness of current and future changes.

Moreover, the capacity of the enforcers can further be strengthened with developed and improved technical equipment and ICT systems that can have positive effects on the effectiveness, productivity and implementation cost of policies and legislation. Such improved ICT systems will have to be integrated to boost the quality of service of the enforcers and OSH facilities for the industries.

## OUTCOMES

- Effective OSH management practised by the public sector to ensure the safety and health of public officers.
- The public sector influences and inculcates Preventive Culture in the industries.
- OSH policies and legislation deal effectively with OSH issues while inculcating Preventive Culture at the workplace.
- The role of the NCOSH is strengthened to increase involvement, cooperation and the contribution of all relevant parties to consolidate OSH in the country.
- Creation of a comprehensive data collection system and conducting of OSH research to help resolve OSH issues in addition to assessing OSH progress and performance in the country.
- Improved capacity of OSH enforcers to plan, develop and carry out OSH policies and legislation effectively.
- Enhanced quality of service delivery and OSH facilities for the industries

## PROGRAMMES UNDER STRATEGY 1:

### **PROGRAMME 1:** THE GOVERNMENT AS THE ROLE MODEL OF OSH



The Government to introduce various means and approaches to transform the behaviour of employers and workers through policies, legislation, information delivery, education, promotion and compliance with OSH legislation.

The Government can serve as a role model to the industries through strengthening OSH management of its agencies and practising Preventive Culture. Strengthening of OSH management in its agencies will not only ensure the safety and health of public servants but also serve to persuade the industries to jointly support the master plan.

As the largest employer in Malaysia, Government agencies have the responsibility of influencing the standard of OSH in the industries. This is achieved by inculcating OSH as a mandatory requirement in the selection of suppliers and contractors offering their services to the Government.

Therefore, the public sector will be a role model for organisational OSH management and concurrently supports the programme to promote a raised standard of OSH among parties dealing with the agencies.

### OUTCOMES

- Increased efficiency in OSH management in the public sector to ensure the safety and health of public officers.
- Inculcation of OSH in dealings with the Government as a mandatory requirement for delivering services to the Government.
- The public sector serves as an OSH role model to influence the inculcation of the Preventive Culture among the industries.

## PROGRAMME 2: SHARING OF OSH IN THE COUNTRY (NCOSH)



As the apex tripartite OSH body in the country, NCOSH manages and coordinates the involvement of stakeholders in proffering sound input for the formulation of national OSH policies and legislation.

Another initiative to be taken by NCOSH in inculcating Preventive Culture is encouraging the industries to develop OSH guidelines and industry codes of practice through self-regulation. Subsequently NCOSH can enhance OSH promotion and award programme to the industries by increasing their involvement and outreach activities in raising OSH awareness, knowledge and skills.

### OUTCOME

- NCOSH raises the involvement and support of all parties in the pursuit of improved OSH in the country.
- Increased outreach activities among the target group in programmes to promote Preventive Culture.

## PROGRAMME 3: POLICIES AND LEGISLATION

OSH policies and legislation must be effective, consistent with changes taking place, appropriate to the needs of the industry and able to inculcate Preventive Culture at the workplace.



Consistent with evolving times resulting from the development of the country's industries, OSH policies and legislation must constantly be reviewed, improved and updated to ensure their effectiveness. All stakeholders in particular employers, workers and other parties have the opportunity to give their input and views in this cause.

### OUTCOME

- Effective OSH policies and legislation to deal with OSH issues and inculcate Preventive Culture at the workplace.





## PROGRAMME 4: OSH DATA AND RESEARCH

The resolution of OSH issues and evaluation of OSH performance in the country rest heavily on the collection of comprehensive data and the conducting of OSH research.

The Government must therefore boost the OSH data collection system and analysis in order to identify priorities and effective approaches in dealing with OSH issues, aside from assessing the progress and performance of OSH in the country.

For comprehensive OSH data collection, research on OSH issues needs to be continued and intensified. Identification of the sources of OSH issues through research carried out will prove useful in ascertaining the corrective measures to resolve OSH problems.

The information obtained can be shared with the industries and stakeholders for mutual benefit. This in turn will ensure on-going development of OSH knowledge, skills and expertise. OSH research capabilities and infrastructure will be enhanced through national and international collaboration to promote efficient and effective research activities.

### OUTCOMES

- Creation of a comprehensive OSH data collection system to monitor the progress and performance of OSH in the country.
- Increased amount of OSH research contributing to resolution of OSH issues in the country.
- Improved knowledge, skills and expertise of all parties in OSH.



## PROGRAMME 5: CAPACITY OF ENFORCERS

To deal with increasingly complex, challenging and ever-changing OSH issues, the capacity of enforcers in terms of knowledge, skills and expertise must continue to be enhanced.

Specific programmes need to be formulated and carried out to raise their efficiency from the aspects of assessment, planning, implementation, enforcement and decision-making that is unerring, equitable and principled. Increased knowledge, skills and expertise of the enforcers will consequently enhance their ability to provide advisory services, thereby raising the quality of OSH service delivery to the industries.

The capacity of the enforcers can be further strengthened with developed and improved technical equipment and ICT systems that can have positive effects on the effectiveness, productivity and implementation cost of policies and legislation. Such improved ICT systems will have to be integrated to boost the quality of service of the enforcers and OSH facilities for the industries.

### OUTCOMES

- Increased knowledge, skills and expertise of the enforcers.
- Improved technical equipment and ICT systems that can raise effectiveness, productivity and implementation cost of policies and legislation.
- Improved quality of service delivery of the enforcers to the industries.



## OUTCOMES

- Improved awareness, knowledge, skills and commitment of the employers and workers in effective OSH management.
- Increased compliance of OSH legislation.



# STRATEGY 2

## STRENGTHENING OF OSH MANAGEMENT AT THE WORKPLACE

**PROGRAMME 1:** OSH KNOWLEDGE AND SKILLS

**PROGRAMME 2:** OSH COMPLIANCE

**PROGRAMME 3:** PROMOTION OF THE PREVENTIVE CULTURE

**PROGRAMME 4:** OSH INNOVATION

**PROGRAMME 5:** EFFECTIVE OSH ENFORCEMENT

**PROGRAMME 6:** INCREASE IN NUMBER AND QUALITY OF OSH PRACTITIONERS

# STRATEGY 2

## STRENGTHENING OF OSH MANAGEMENT AT THE WORKPLACE

ACT 514



The Occupational Safety and Health Act 1994 (Act 514) stipulates that the primary responsibility of ensuring safety and health in the workplace rests with the employers. Employers can fulfil this through the creation of an occupational safety and health management system that is efficient and effective.

For an OSH management system to be effective and efficient, the high commitment of the employers is necessary to prevent occupational accidents and diseases at the workplace. Additionally, it requires heightened knowledge of the employers and workers in particular in risk management of hazards at the workplace. Occupational safety and health training is necessary for all levels of the organisation, from the top management to the workers. Good OSH knowledge and skills among employers and workers can ensure the success of the OSH programme at the workplace.

Another important aspect in enhancing OSH standard is the involvement of OSH competent persons such as safety and health officers, site safety supervisors, crane operators, hygiene technicians and supervisors of confined spaces who play the important part of assisting the management in implementing OSH management system at the workplace. Consequently the number of competent persons must be sufficiently determined based on the needs of the industry. Furthermore, the quality of competent persons must be raised over time by reviewing the training syllabus.

In the Occupational Safety and Health Master Plan 2011-2015 (OSH-MP 15), the Government, through the Department of Occupational Safety and Health, introduced a new programme – the compliance support programme. This generated positive developments which were evident in increased OSH compliance at the workplace of small and medium



- Supervisors Of Confined Spaces
- Safety And Health Officers
- Crane Operators
- Site Safety Supervisors
- Hygiene Technicians



enterprises (SMEs). This programme ought to be continued to help SMEs, the majority of which face limitations in implementing OSH at their workplaces.

The Government will also strive to create a shared platform for best OSH practices in order for the industries to share creative and innovative OSH ideas among themselves.

As the main driver of the OSHMP 2020, the enforcers need to increase the effectiveness of enforcement and implementation of OSH legislation which will subsequently raise compliance in the industrial sector. Planning for such enforcement must be premised on risk priorities and OSH issues in order to influence and boost the capability of the management of the industry to deal with OSH issues at the workplace. High-risk sectors such as construction, agriculture, manufacturing and services will be prioritised in the enforcement.

### OUTCOME

- Improved awareness, knowledge, skills and commitment of the employers and workers in effective OSH management.
- Increased compliance of OSH legislation.

## PROGRAMMES UNDER STRATEGY 2:



### PROGRAMME 1: OSH KNOWLEDGE AND SKILLS

Employers and workers must be sufficiently capable in knowledge, skills and competence to manage risks effectively.

Stakeholders, be they employers, managers, supervisors, workers or contractors, must be equipped with related knowledge, skills and competence which will enable them to identify hazards and assess risks more effectively and thereby take appropriate measures to control and manage risks.

To achieve the programme outcomes, employers must carry out their responsibilities in ensuring their workers and themselves receive OSH training as stipulated in OSH legislation through enforcement and promotion.

#### OUTCOMES

- Increased OSH knowledge, skills and competence among employers and workers.
- Increased efficiency in industrial OSH management via effective risk management.

### PROGRAMME 2: OSH COMPLIANCE



SMEs have the important role of stimulating growth, employment and national income. They are also the pillar of the country's economic transformation

To make Vision 2020 a reality wherein the country becomes a high-income developed nation is undoubtedly a tremendous challenge which requires a fresh approach to accelerate SME growth. Consistent with its growth, the aspect of safety and health of the sector must be given greater attention to create a safe, healthy and productive workplace.

Owing to its initial success under OSH-MP 15, the compliance support programme will be continued and enhanced under OSHMP 2020 to assist SMEs to manage OSH issues and subsequently increase OSH compliance at their workplaces.

#### OUTCOME

- Increased OSH compliance among SMEs.
- Increased OSH knowledge among SMEs.

### PROGRAMME 3: PROMOTION OF THE PREVENTIVE CULTURE



The nurturing and observance of a Safe and Healthy Work Culture is achieved through numerous ways to increase the awareness, knowledge and commitment of employers and workers towards OSH.

Owing to the diversity of its methods and its potential in achieving its target, promotion is viewed as an important and effective way. It can assist in inculcating Preventive Culture through the sharing of OSH knowledge, best practices and information.

The effectiveness of the Preventive Culture promotion programme must be improved through strategic and focused approaches. All parties must work together and play their respective roles to promote Preventive Culture through a variety of effective approaches including seminars, talks, dialogues, videos, posters and articles. Consistent with the strategies and programmes formulated under OSHMP 2020, priority should be focused on high-risk workplaces in the planning of promotional activities. Emphasis must be placed on the inculcation of Preventive Culture.

#### OUTCOME

- Increased awareness, knowledge and commitment of employers and workers towards a Preventive Culture

### PROGRAMME 4: OSH INNOVATION



The issue of OSH at the workplace becomes more complex in the face of technological advancements in the performance of work.

This demands a more creative and innovative way of managing OSH to ensure that issues can be handled in a comprehensive and cost effective manner. Despite the numerous innovations which have been and are being carried out by employers, workers and OSH practitioners to deal with OSH issues, scant attention has been given to sharing such innovations among the industries. This programme will create a platform for sharing innovations physically and virtually to enable stakeholders to share ideas of creative and innovative OSH projects to promote industrial excellence. Furthermore, the Government will give recognition to individuals and groups producing excellent OSH innovation projects.

#### OUTCOME

- Compilation and sharing of creative and innovative OSH resolution methods to assist the industries in efficient and effective management of OSH.



## PROGRAMME 5: EFFECTIVE OSH ENFORCEMENT

Effective OSH enforcement is an important programme under OSH-MP 2020 as it can serve as the mechanism to ensure that all OSH policies, legislation and programmes are complied with and a Preventive Culture is nurtured among the industries.



Apart from building the capacity of OSH enforcers under Strategy 1, the enforcement effectiveness will be strengthened through the enhancement of enforcement policies and strategies. The assessment methods, decision-making, transparency and integrity of enforcement policies will be enhanced, while enforcement strategies will be formulated through analysis of OSH data to determine priority, focus areas and the best methods to achieve the set objectives. In the interest of raising OSH enforcement efficacy, cooperation and collaboration with other related agencies and parties will be pursued if necessary.

### OUTCOME

- Realization of strategic and effective enforcement.
- Increased compliance with OSH legislation at the workplace.

## PROGRAMME 6:

### INCREASE IN NUMBER AND QUALITY OF OSH PRACTITIONERS

OSH practitioners are important because they provide expert OSH services at the workplace.



Among others, they assist employers to comply with acts and propose methods to resolve OSH issues at the workplace. Thus, the Government will continue to focus on achieving an adequate number of OSH practitioners and raising their quality in order to strengthen their services to the industries.

To increase the number of OSH practitioners, a promotional programme will be carried out to encourage the setting up of new training centres and the opening of new branches by existing centres. This initiative is expected to open up opportunities for training centres to compete and thereby facilitate OSH practitioners' access to training opportunities as well as reduce industrial costs.

Meanwhile, to further raise the quality of training centres, the Government will review and refine the requirements relating to facilities, modules or syllabus, instructors, examinations and other matters which demand the compliance of training centres.

### OUTCOME

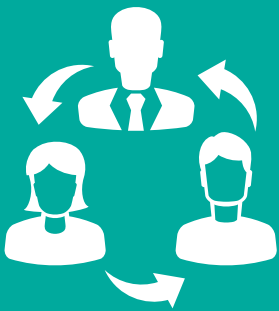
- Increased number of OSH practitioners in line with industry requirements.
- Increase in quality of OSH training for OSH practitioners to effectively support occupational safety and health programmes at the workplace.





## OUTCOMES

- Sharing of good OSH through ownership and self-regulation among related parties to promote and inculcate Preventive Culture.
- Increased awareness, responsibilities, knowledge and skills among employers, workers and the public.



# STRATEGY 3

## OSH SHARING AND NETWORK

**PROGRAMME 1:** SUPPLY NETWORK AND CHAIN

**PROGRAMME 2:** OSH THROUGH ASSOCIATION ACTIVITIES

**PROGRAMME 3:** OSH THROUGH SOCIAL RESPONSIBILITY

**PROGRAMME 4:** OSH FOR PROSPECTIVE WORKERS

# STRATEGY 3

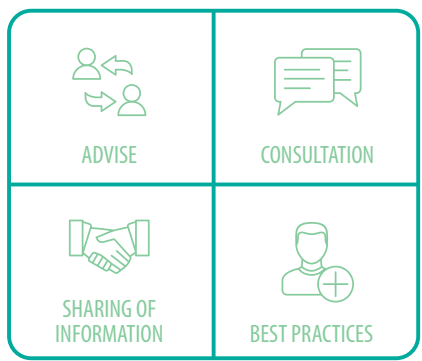
## OSH SHARING AND NETWORK



The main focus of this strategy is extensive sharing that integrates the various strata of society to promote Preventive Culture. No entity can single-handedly overcome all existing challenges. Parties with links to the industries and workers must shoulder the burden to support the Government in achieving the objectives of OSHMP 2020.

The achievement of those objectives requires all related parties to fulfil their responsibilities and play their parts. Such support is crucial as the outcomes of this master plan will have a positive impact on the quality of the work environment, productivity and quality of life. Through the synergy of all parties, the potential to move ahead can be unlimited.

Related parties can ensure this master plan succeeds by contributing their efforts and giving their support to promote and inculcate Preventive Culture through legal compliance, education, networking with suppliers, social responsibility activities and also communal activities.



Contributions may be in the form of advice, consultation, sharing of information and best practices in addition to development of OSH guidelines and standards for the industries, provision of training and conducting of OSH promotions and campaigns.

Educational institutions too can contribute to this master plan through integrating OSH in their educational activities which will promote awareness of OSH among students or prospective workers and thus produce OSH experts. These individuals can subsequently contribute by conducting more research pertaining to OSH to assist the country in discovering solutions to OSH issues.

The commitment of the industries and all concerned parties is seriously needed if this strategy is to succeed. The Government will be the catalyst in influencing and promoting the involvement of all parties in order to achieve the vision of the OSHMP 2020.



## OUTCOMES

- Sharing of good OSH through ownership and self-regulation among related parties to promote and inculcate Preventive Culture.
- Increased awareness, responsibilities, knowledge and skills among employers, workers and the public.

## PROGRAMMES UNDER STRATEGY 3:



### PROGRAMME 1: SUPPLY NETWORK AND CHAIN

In today's national and global economy, the business sector is increasingly dependent on outsourcing of its activities and processes.

This trend of outsourcing, coupled with the supply chain, has progressively become more important in impacting work environment, safety and health of workers of supply companies and contract providers.

This programme emphasises on organisational responsibility in managing suppliers of goods and services to ensure their compliance with the legal requirements of OSH, organisational OSH policies and procedures.

This will enable organisations with robust OSH programmes not only to adhere to OSH legislation but also indirectly to contribute to OSHMP 2020 by assisting to raise OSH awareness among the suppliers through sharing of their OSH knowledge and experience. Organisations can influence contractors, vendors and suppliers through:

- OSH as a requirement in the selection of contractors, vendors and suppliers
- OSH training
- Safety passport system
- OSH information and supervision
- Compliance with OSH organisational procedures
- OSH guidance programme

## OUTCOME

- Incultation and reinforcement of OSH management in suppliers by the organisation.
- Increased OSH awareness, knowledge and skills among suppliers.

### PROGRAMME 2: OSH THROUGH ASSOCIATION ACTIVITIES



All employers' associations, trade unions, business associations, professional bodies and related NGOs must support OSHMP 2020 as its partners. This will promote Preventive Culture among members and the community through the integration of OSH in their annual activities.

Sharing is important as it can significantly raise the achievement of the target and expedite efforts to attain the objectives of this strategy.

Activities and programmes to raise OSH awareness, knowledge and skills among members are carried out through sharing of information, best practices, seminars, celebration of OSH Week and World Day for Safety and Health at Work, as well as development of industry codes of practice, guidelines, training modules and others.

**OUTCOMES**

- Increased participation of associations and other parties in the inculcation of Preventive Culture and self-regulation.
- Increased OSH awareness, knowledge and skills among members.

**PROGRAMME 3: OSH THROUGH SOCIAL RESPONSIBILITY**

A responsible society implies not only adherence of the law but also the willingness to invest heavily in human capital, the environment and relationships with stakeholders.

The task of ensuring a safe and healthy work environment clearly belongs to the organisation and can form part of its social responsibility. This initiative ought to be expanded to encompass the people exposed to work activity risks who should also be protected.

Therefore, the focus of this programme is the encouragement and promotion of OSH not only among organisations but also practitioners, business associations, trade unions and industries for the integration of OSH in their social responsibility programmes which will raise OSH awareness, knowledge and skills among the business community and the public. The initiatives that can be carried out are as follows:

- Raised awareness through OSH programmes.
- Sharing of knowledge and best practices, development of guidelines and standards.
- Implementation of OSH pioneering projects.
- Innovative collaboration between NGOs, the public and the private sector.

**OUTCOMES**

- Increased participation of organisations, associations and other related parties in promoting Preventive Culture to the public.
- Increased OSH awareness, knowledge and skills among the industries and the public.

**PROGRAMME 4: OSH FOR PROSPECTIVE WORKERS**

Students make up the most important human capital in the country. They are the new generation of labour who can propel Malaysia towards greater achievements.



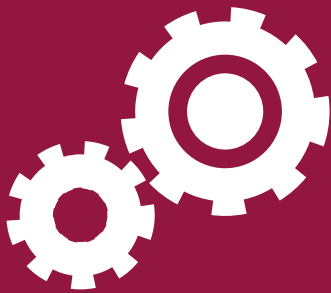
Thus it is crucial that they be equipped with OSH awareness, knowledge and skills which will secure their protection at all times. Much progress was achieved under OSH-MP 15 in promoting OSH among schools, institutions offering technical and vocational training, and also higher educational institutions through the nurturing of OSH awareness, knowledge and skills. Moving forward, this strategy will focus on the inculcation of OSH in the national education and skills systems.

**OUTCOMES**

- Prospective workers who possess sufficient OSH awareness, knowledge and skills prior to stepping out into the working world.
- Professional output complemented by OSH skills, knowledge and competence.

## OUTCOMES

- Improved level of industrial hygiene at the workplace.
- Heightened awareness, knowledge and commitment of employers, workers and OSH practitioners towards industrial hygiene.
- Increased awareness and commitment to report incidences of occupational diseases and poisoning.
- More effective legislative enforcement of industrial hygiene.



# STRATEGY 4

## MAINSTREAMING OF INDUSTRIAL HYGIENE

**PROGRAMME 1:** RE-ENGINEERING OF INDUSTRIAL HYGIENE MANAGEMENT

**PROGRAMME 2:** COMPREHENSIVE HEALTH RISK ASSESSMENT

**PROGRAMME 3:** OCCUPATIONAL HEALTH SERVICE PROGRAMME AT THE WORKPLACE

**PROGRAMME 4:** INDUSTRIAL HYGIENE OUTREACH PROGRAMME

**PROGRAMME 5:** EFFECTIVE ENFORCEMENT OF LEGISLATION RELATING TO INDUSTRIAL HYGIENE

# STRATEGY 4

## MAINSTREAMING OF INDUSTRIAL HYGIENE



The Economic Transformation Programme (ETP) launched by the Government focuses on 12 National Key Economic Areas (NKEAs) with 131 Entry Point Projects (EPPs) which have been forecast to contribute an estimated RM129.5 billion to gross national income (GNI) and create 313,741 job opportunities come 2020.

To spur rapid economic growth, various ancillary industries and work are expected to be created to sustain the existing economic development. The Government, without doubt, has to play an important role in ensuring that workers continue to be protected from any form of occupational safety and health hazard at the workplace.

Occupational diseases and poisoning not only are a burden to workers who may lose their income but also have a significant impact on labour resources in the country in the long term should the problem fail to be diagnosed and prevented in the early stage. To further complicate the situation, the country's productivity, economy and competitiveness could be similarly affected, resulting in the Government incurring higher medical expenses.

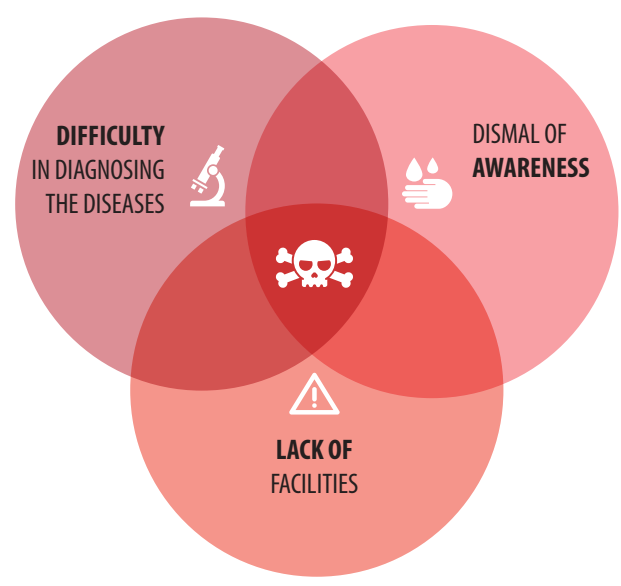
According to the International Labour Organisation (ILO), an estimated 2.34 million deaths occur every year arising from occupational activities. Occupational diseases and poisoning are a major cause of such fatalities. Moreover, ongoing rapid technological development and new transformed work environments have complicated the observance of industrial hygiene and made the task of identifying occupational diseases and poisoning more challenging.

Nevertheless, at this point in time, occupational diseases and poisoning are deemed not to be as serious as industrial accidents despite occupational diseases being the cause of an increased number of worker fatalities compared to fatal industrial accidents. The industries give greater attention to occupational safety programmes than industrial hygiene programmes at the workplace. This is due to the low level of awareness of the importance, risk and impact of occupational diseases and poisoning.

Numerous OSH programmes have been conducted including standard setting, promotion and legislative enforcement pertaining to industrial hygiene. Furthermore, programmes have been held to create awareness of the need to report occupational diseases and poisoning. In 2011, 1,198 cases of occupational diseases and poisoning were reported compared to 5,617 cases in 2015. The total number of reported cases in 2011-2015 was 13,843.



In spite of this, the number of reported cases of occupational diseases and poisoning remains low compared to the number of reports in developed countries. This shows the issue commonly faced by many countries, including Malaysia, of unreported cases of occupational diseases. Factors contributing to the low number include difficulty in diagnosing the diseases, lack of facilities to perform tests and analyses and the dismal level of awareness among medical practitioners and employers of their responsibility to report such occurrences. In recent years however, the Department has made much progress in the promotion of awareness of the need to make reports and in enforcement relating to reporting of occupational diseases.



Through heightened awareness among medical practitioners and employers to report the incidence of occupational diseases and poisoning affecting workers in Malaysia, there is an urgent need to boost the capacity for industrial hygiene including the aspect of chemical management and occupational health support system at the workplace. These can be achieved through the programme to promote Preventive Culture at the workplace including the awareness of reporting occupational diseases and poisoning.

Moving forward, a mechanism will be put in place to raise the level of industrial hygiene management at the workplace. Moreover, necessary measures must be taken to prevent and resolve matters relating to occupational diseases and poisoning at the workplace in a more holistic manner. A systematic method which closely engages the employers, workers, OSH practitioners and the Government will be enhanced through the implementation of the programmes and activities devised under this strategy.

### OUTCOMES

- Improved level of industrial hygiene at the workplace.
- Heightened awareness, knowledge and commitment of employers, workers and OSH practitioners towards industrial hygiene.
- Increased awareness and commitment to report incidences of occupational diseases and poisoning.
- More effective legislative enforcement of industrial hygiene.

### PROGRAMMES UNDER STRATEGY 4:

#### PROGRAMME 1: RE-ENGINEERING OF INDUSTRIAL HYGIENE MANAGEMENT



A sound and systematic occupational health management programme at the workplace can help reduce exposure of workers to health risks arising from occupational activity such as excessive chemical and noise exposure as well as ergonomic risks.

An occupational health management programme that is progressive, orderly and systematic in implementation such as SOHELP (Systematic Occupational Health Enhancement Level Programme) is more appropriate for employers and OSH practitioners compared with a conventional programme. The former will help to change the perception that occupational health management programmes at the workplace are complex and difficult to implement.

The undertaking to integrate work related information in identification documents and health records will be facilitated by the process of determining the relationship between health risks at the workplace and the incidence of occupational diseases and poisoning. This will enable occupational health risk factors to be taken into account in the diagnosis of diseases of individuals exposed to such factors. Furthermore, this work related information in the identification documents and health records will allow the root cause of cases of occupational diseases and poisoning to be dealt with comprehensively and effectively rather than only after the affected individuals have been exposed to the risk factors.

#### OUTCOME

- Improved occupational health management at the workplace.

### PROGRAMME 2: COMPREHENSIVE HEALTH RISK ASSESSMENT

The protection of workers from hazardous effects arising from the workplace is a responsibility which employers must shoulder.

Towards this end, health risk assessments must be conducted to identify, evaluate and then control the health risks resulting from activities at the workplace.



Exposure to ergonomic risk factors is a hazard common at the workplace which requires serious attention. Therefore, health risk assessments through evaluation of ergonomic risks at the workplace ought to be carried out to boost the safety, health and comfort of workers by taking into consideration ergonomic factors, namely design of work stations, equipment and a work environment that is appropriate, safe and not hazardous to workers.

Implementation of a comprehensive health risk assessment is necessary at the workplace to ensure the health of workers can be improved, thereby creating a work environment that is safer, healthier and more conducive.

#### OUTCOME

- Application of a health risk assessment method that is more comprehensive.

### PROGRAMME 3:

#### OCCUPATIONAL HEALTH SERVICE PROGRAMME AT THE WORKPLACE

Being healthy at the workplace and having a healthy work environment are the most valuable assets to an individual, society and the country.



Ancillary occupational health services are important not only to ensure worker safety but also to contribute positively to the national economy through increased productivity, product quality, work motivation and satisfaction. In fact, they play a part in the overall quality of life of workers in particular and society in general.

Most industries in Malaysia are SMEs. The statistics of 2011 showed there were 645,136 SMEs in the country encompassing the manufacturing, service, agriculture, mining and quarrying, and construction sectors. This was 97.3% of total registered businesses in Malaysia employing 3,669,259 workers.





Prior to this, the Department took early measures to assess the health of SME workers when it conducted the BOHS (Basic Occupational Health Services) programme. Workers underwent health check-ups in the early stages to detect any possible occupational diseases at the workplace. Statistics compiled through BOHS in 2013 revealed that 16% of workers had occupational diseases including musculoskeletal and occupational skin diseases. Ancillary occupational health services in the form of screening are more effective in detecting and preventing occupational diseases if they are targeted at all industrial sectors in the country.

**OUTCOME**

- Intensified implementation of BOHS at the workplace.

**PROGRAMME 4: INDUSTRIAL HYGIENE OUTREACH PROGRAMME**

Policies, legislation and the importance of legislative compliance are the OSH information that ought to be channelled to the main players in the industries and stakeholders.

Various methods and approaches are applicable for this purpose including promotions, information dissemination and education.



This outreach programme was formulated to extend the coverage of OSH information dissemination to the target groups, with associations, NGOs and OSH practitioners as the intermediaries and supported of the Government. This programme will introduce good OSH practices which are expected to influence the inculcation of a Preventive Culture.

**OUTCOME**

- Enhanced awareness of employers, workers and OSH practitioners of industrial hygiene.

**PROGRAM 5: EFFECTIVE ENFORCEMENT OF LEGISLATION RELATING TO INDUSTRIAL HYGIENE**

The success and efficacy of enforcement of legislation relating to industrial hygiene are dependent on the drafting of comprehensive and sound legislation.



This would include criteria and standards for clear reference, the capacity and skills of OSH enforcers and implementation of effective enforcement strategies. Enforcement that is effective, systematic and comprehensive is the most crucial mechanism in ensuring the legislation pertaining to industrial hygiene that has been drafted and enacted can be fully complied with by the industries in order to holistically prevent occupational diseases and poisoning.

For continued prevention of occupational diseases, the focus of enforcement must be all-encompassing including uniformity in classification and communication of hazards by suppliers, management of hazardous chemicals by employers, compliance with OSH legislation in industrial hygiene practices at the workplace and monitoring by competent persons to assist in the implementation of OSH practices at the workplace. In addition, the initiative to increase reporting of medical surveillance programmes and occupational disease investigation is important to identify the causes of occupational diseases and poisoning which will lead to the determination of the best alternatives for occupational disease control and prevention.

In view of this, an on-going process of monitoring and assessment of legislative compliance will be carried out to identify weaknesses and obstacles to enforcement implementation or strategies to ensure that the direction and objectives set will be attainable.

**OUTCOME**

- Enhancement of enforcement of legislation relating to industrial hygiene.



# STRATEGY 5

## INTERNATIONAL OSH STRATEGIC ALLIANCE

**PROGRAMME 1:** COLLABORATION WITH INTERNATIONAL OSH INSTITUTES AND EXPERTS

**PROGRAMME 2:** STUDY OF INTERNATIONAL OSH STANDARDS

**PROGRAMME 3:** NATIONAL AND INTERNATIONAL INDUSTRIAL HYGIENE COLLABORATIVE NETWORKS

### OUTCOMES

- Awareness to further raise the image of the country in OSH by extending contributions and collaborative networks among ASEAN nations and internationally.
- Malaysia benefits in terms of the latest OSH knowledge, skills and information.



## STRATEGY 5

### INTERNATIONAL OSH STRATEGIC ALLIANCE

At the international arena, Malaysia was and will remain committed to developing infrastructure and human capital in the interest of building a formidable reputation in OSH. Its past accomplishments include the organising of nine technical cooperation programmes which benefited 167 participants from more than 16 countries. Within five years, 73 working papers had been presented, and DOSH was involved in the development of guidelines of OSH Management System for SMEs in collaboration with ASEAN+3.

Furthermore, Malaysia had an important international role in OSH development under the OIC-OSHNet (Organisation of Islamic Cooperation for Occupational Safety and Health Network).

Under this strategy, Malaysia will continue to mobilise efforts to foster collaboration and cooperation to manage OSH issues with other countries and international organisations to assist in raising its OSH knowledge and skills. Similarly, the country will continue to contribute its expertise in the development of standards, training, knowledge and experience to ASEAN nations, the OIC and other countries as a continuation of the programme under OSH-MP 15. Apart from this, Malaysia will continue to study international standards that are suitable for incorporation into its OSH system.

#### OUTCOMES

- Awareness to further raise the image of the country in OSH by extending contributions and collaborative networks among ASEAN nations and internationally.
- Malaysia benefits in terms of the latest OSH knowledge, skills and information.



### **PROGRAMME 1:** COLLABORATION WITH INTERNATIONAL OSH INSTITUTES AND EXPERTS

International collaboration will ensure that the country continues to be exposed to current changes, be cognisant of the latest hazards and risks as well as management measures.

This initiative will drive information sharing through international seminars, journal publications and the presentation of working papers internationally, thereby boosting OSH practice in this country and this region. Looking ahead, the country remains committed to expanding existing collaborative programmes with ASEAN nations, the OIC and other countries to explore opportunities that will raise the OSH standard in the region. This programme is a continuation of earlier initiatives such as the Malaysian Technical Cooperation Programme (MTCP), Third Country Training Programme (TCTP) and other short courses and extends to other prospective countries in the region.

#### **OUTCOMES**

- Enhanced collaborative relationships between Malaysia and regional countries to develop OSH.
- Development of human capital and international exposure of the country's OSH experts.
- Improved knowledge, skills and experience which prove beneficial to the country.

### **PROGRAMME 2:** STUDY OF INTERNATIONAL OSH STANDARDS



To fulfil the aspiration for Malaysian industries to compete internationally, the industries must add value by meeting international standards such as the ILO conventions, ISO standards, EU standards as well as other standards.

Among the initiatives proposed under this programme is research on international standards that are relevant to raising the country's OSH standard as well as the competitiveness of products in the international market.

#### **OUTCOMES**

- Raised national OSH standard corresponding to the standards of developed nations.
- Industrial compliance with international standards and benchmarking.
- Increased national productivity and competitiveness.

### **PROGRAMME 3:** NATIONAL AND INTERNATIONAL INDUSTRIAL HYGIENE COLLABORATIVE NETWORKS



National and international collaborative networks in OSH are a means of ensuring the implementation of industrial hygiene management in Malaysia progresses in tandem with current developments and the latest technology.

Collaboration can be fostered through active participation in programmes conducted domestically such as those organised by the National Globally Harmonised System Committee for Classification and Labelling of Chemicals, National Environmental Health Action Plan Committee and SIRIM Standard

Development Technical Committee. Active involvement in international networks will also ensure that the country meets its obligations prescribed under relevant international conventions such as the ILO Chemicals Convention, Rotterdam Convention, Stockholm Convention, Minamata Convention and Chemical Weapons Convention.

Apart from obtaining the latest information and sharing experiences in industrial hygiene management whether domestically or internationally, this collaborative network will increase and consolidate information as well as improve the efficacy of the Department’s officers. Such knowledge and efficacy will be assimilated in the planning of implementation strategies and enforcement of legislative controls to prevent occupational diseases and poisoning. This is added value to the delivery of service to the industries through dissemination of information and compliance support.

**OUTCOME**

- Assistance for the country to meet its international obligations in industrial hygiene conventions and enhanced collaborative network in national industrial hygiene management.





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