



Nita-san : NORSALNITA MD NOOR
DEPARTMENT OF OCCUPATIONAL SAFETY AND HEALTH (DOSH),
MALAYSIA

THE COUNTRY REPORT - MALAYSIA



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OVERVIEW OF MALAYSIA

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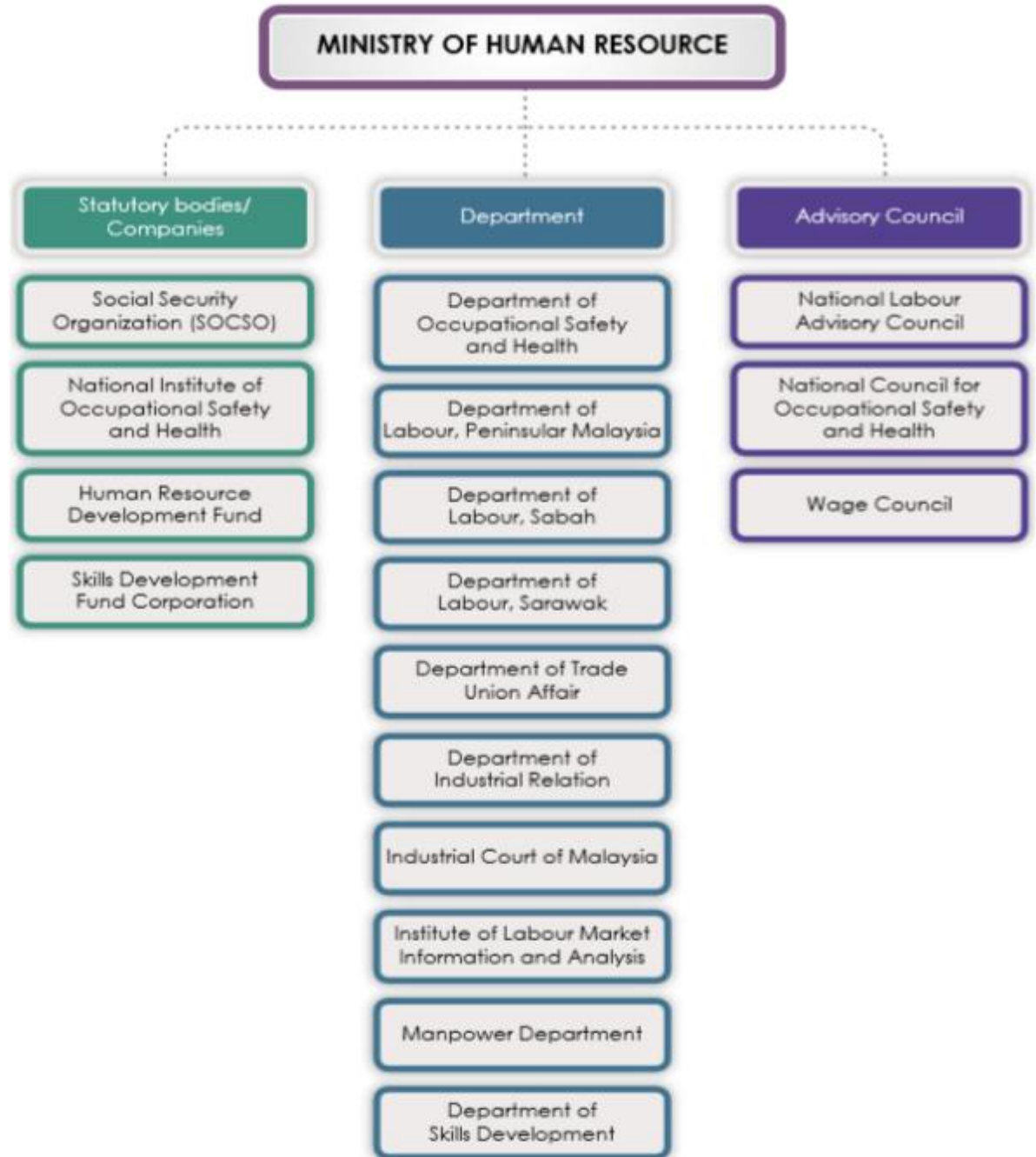
General Statistic

Total Population	32.049 Mil
Labour Force	14.7 Mil
Gross Domestic Product (GDP) (PPP)	USD 1.002 Tri
GDP (nominal)	USD 364.919 Bil
GDR Growth Rate	5 - 5.59
Per capital Income	USD 11,237
Inflation Rate	2 - 3.09

2

INTRODUCTION MINISTRY OF HUMAN RESOURCE (MOHR)

- The Ministry of Human Resources, is a ministry of the Government of Malaysia that is responsible for skills development, labour, **occupational safety and health**, trade unions, industrial relations, industrial court, labour market information and analysis, social security.



DEPARTMENT OF OCCUPATIONAL SAFETY AND HEALTH (DOSHS)

- DOSHS is responsible for ensuring the safety, health and welfare of people at work as well as protecting other people from the safety and health hazards arising from the activities sectors which include:
 - Manufacturing
 - Mining and Quarrying
 - Construction
 - Hotels and Restaurant
 - Agriculture, Forestry and Fishing
 - Transport, Storage and Communication
 - Public Services and Statutory Authorities
 - Utilities - Gas, Electricity, Water and Sanitary Services
 - Finance, Insurance, Real Estate and Business Services
 - Wholesale and Retail Trades
- DOSHS is responsible for the administration and enforcement of legislations related to occupational safety and health of the country, with a vision of becoming an organization which leads the nation in creating a safe and healthy work culture that contributes towards enhancing the quality of working life.

• Objectives

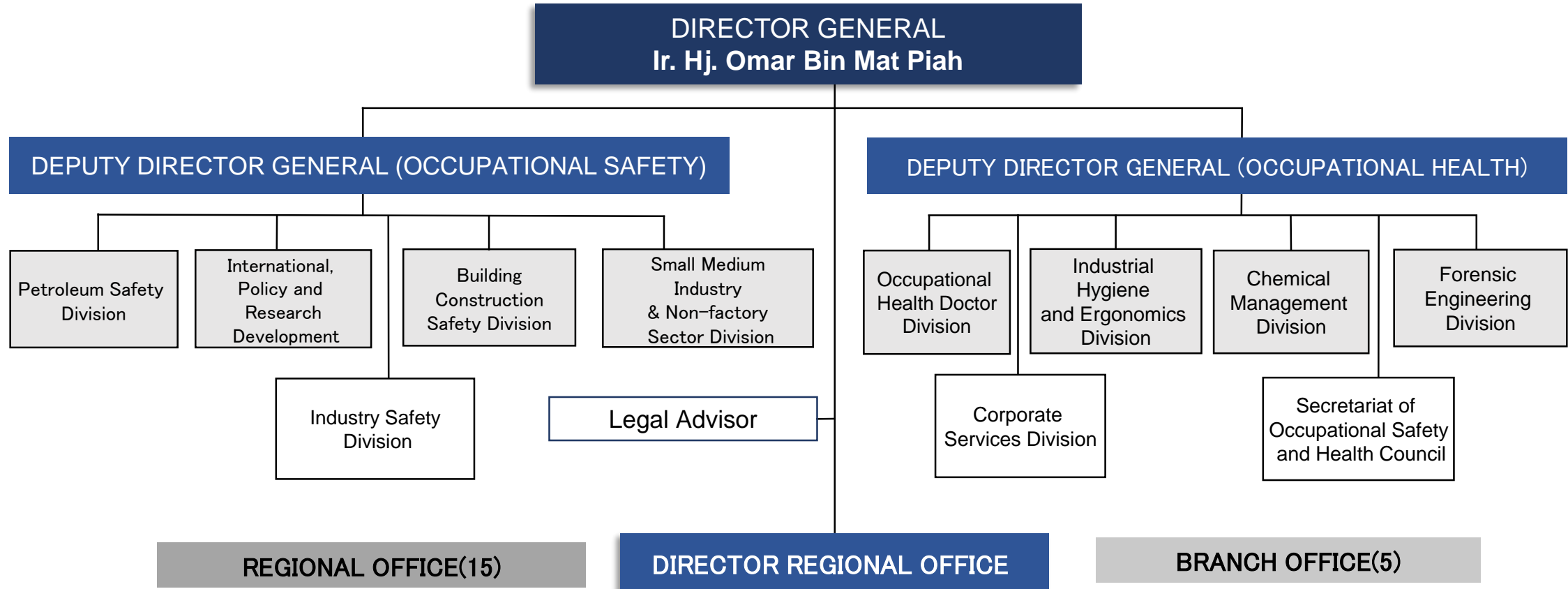
To prevent industrial accidents and occupational diseases by the year 2020 through:

- Reduction in rate of fatalities to 4.36/100,000 workers;
- Reduction in rate of accidents to 2.53/1000 workers; and
- Increase in reporting of occupational diseases and poisoning among workers by 30%.

FUNCTION OF DOSH

- To study and review the policies and legislations of occupational safety and health.
- To enforce the following legislations :
 - a) Occupational Safety and Health Act 1994 and its regulations.
 - b) Factories and Machinery Act 1967 and its regulations.
 - c) Petroleum Act 1984 (Safety Measures) and its regulations.
- To conduct research and technical analysis on issues related to occupational safety and health at the workplace.
- To carry out promotional and publicity programs to employers, workers and the general public to foster and increase the awareness of occupational safety and health.
- To become a secretariat for the National Council regarding occupational safety and health.

ORGANIZATION CHART OF DOSH



1,692 *No. of post*

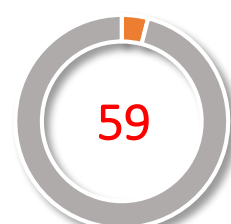
1,508 *No. of officer*



Technical



Non-technical



Technical (specific)

Composition Technical Officer

- Civil Engineering
- Chemical Engineering
- Mechanical Engineering
- Electrical Engineering
- Medical Doctor
- Legal Officer

CORE BUSINESS DOSH



1. STANDARD SETTING

ENFORCEMENT

PROMOTION

- 1 Drafting Policy, Act, Regulation, ICOP & Guidelines
- 2 Collecting and analyzing OSH statistic
- 3 Access and ratify ILO Covensyen
- 4 Research dan development

3	Act
28	Regulations
5	Order
2	Convention ILO
8	Industry code of practices (ICOP)
64	Guidelines
26	Research OSH



CORE BUSINESS DOSH



STANDARD SETTING

2. ENFORCEMENT

PROMOTION



Advisor

Provide advice, information and guidance



Approval

Issues approval, consent and recognition



Awareness

Giving awareness in the place of work



Inspection

Conduct inspections, investigation and monitoring



Punitive

Take legal action



29,307
Inspection of place of works (General)



62,784
Inspection of place of works (Specific)



252,099
Enforcement of machinery



8,125
SME Awareness program



68,065
Competent firm/person



3,651
Investigation of complaint / Accident



58,975
Punitive



STANDARD SETTING



2. ENFORCEMENT



PROMOTION

2.1 INSPECTION OF PLACE OF WORKS

- 1 Inspection notice
 - Date and time to inspection.
- 2 Interview
 - Employer
 - Management
 - Employee
- 3 Document Inspection
 - Document related to OSH
- 4 Physical Inspection
 - Work activities inspection



- 5 Discussion
 - Feedback of inspection
- 6 Legal action
 - Letter of direction
 - Notice of improving and prohibition
 - Compound
 - Prosecution
- 7 Further inspection
 - Inspection of compliances (Letter of direction and notice)
- 8 System & Policy
 - Enforcement of policy
 - QKKP – Procedures and work instruction
 - MyKKP – Inspection of information system



STANDARD SETTING

2. ENFORCEMENT

PROMOTION

2.2 INSPECTION OF MACHINERY



CORE BUSINESS DOSH



STANDARD SETTING

ENFORCEMENT

3. PROMOTION



3,057
Talk



1,102
Exhibition



62
Seminars



408
Dialogue



72
TV/Radio



143
Publication

OSH to
potential
employees

Centre of
information

Multi variety
platform

Smart
partnership

OSH MEGA TOOL BOX - WORLD OSH DAY



1

OBJECTIVE

- increase awareness of employer and employee responsibilities
- Promoting a safe and health working environment

2

DATE

02 May 2018

3

TOTAL PARTICIPANT

800 place of works

4

ACHIEVEMENT

- Malaysia Book of Record as Largest Simultaneous Safety Briefing (Toolbox Talk)
- Total of number **52,494** persons from employer, employees and competent person



OSH MEGA TOOL BOX





ACTIVITY Program Workplace Accident Free Week (WAFEW) AT WORKPLACE

The objectives -

- To communicate the importance message of practicing preventive culture;
- To promote HIRARC's concepts to employers and employees all over the country;
- To adopt the HIRARC concept at workplace; and
- To reduce accident rate at workplaces in 2018.

Total of work place

791

Participant

320,000

Inspection of workplaces



Safety Tool Box



Training Fire Drill



OSH Training



Training PPE



Safety and health meeting



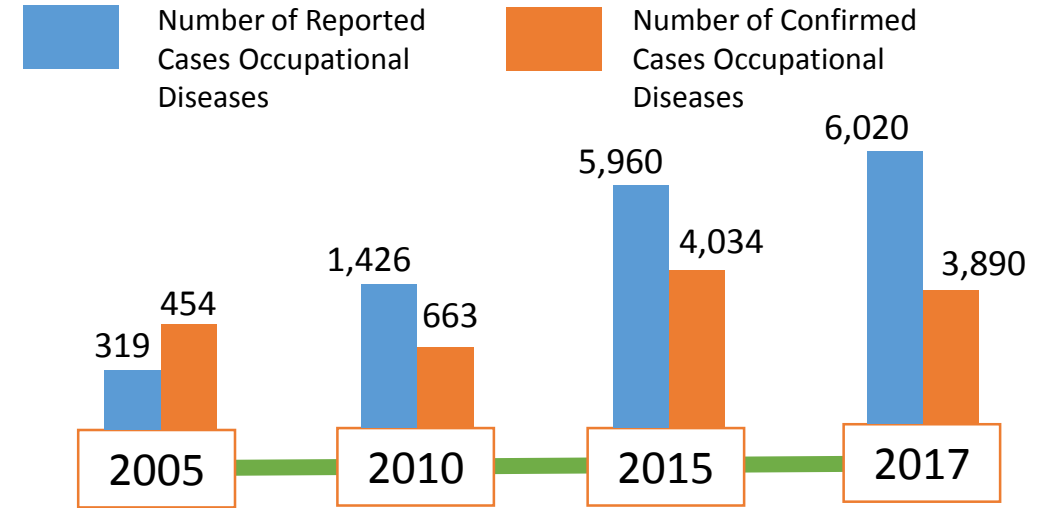
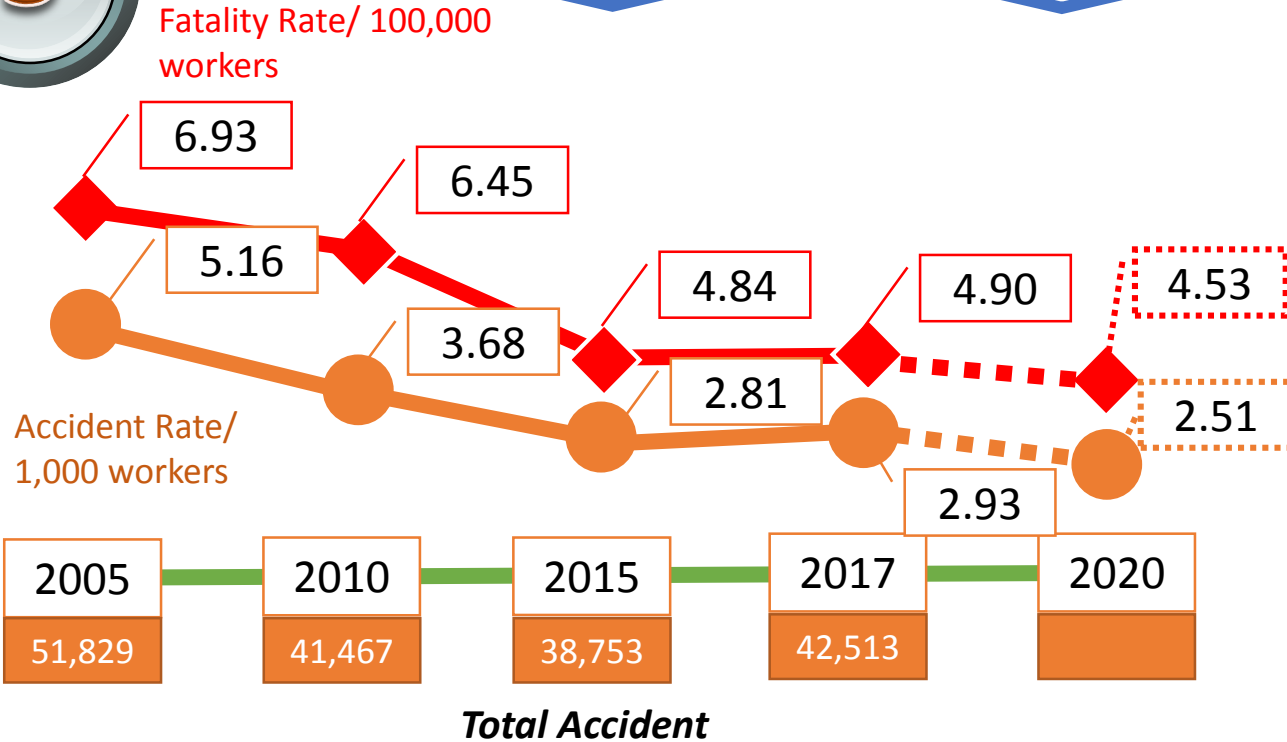
NATIONAL OCCUPATIONAL ACCIDENT RATE 2005-2017

3

FATALITY RATE
4.53/100,000 workers

ACCIDENT RATE
2.51/1,000 workers

REPORT OF ODP
+ 30 %

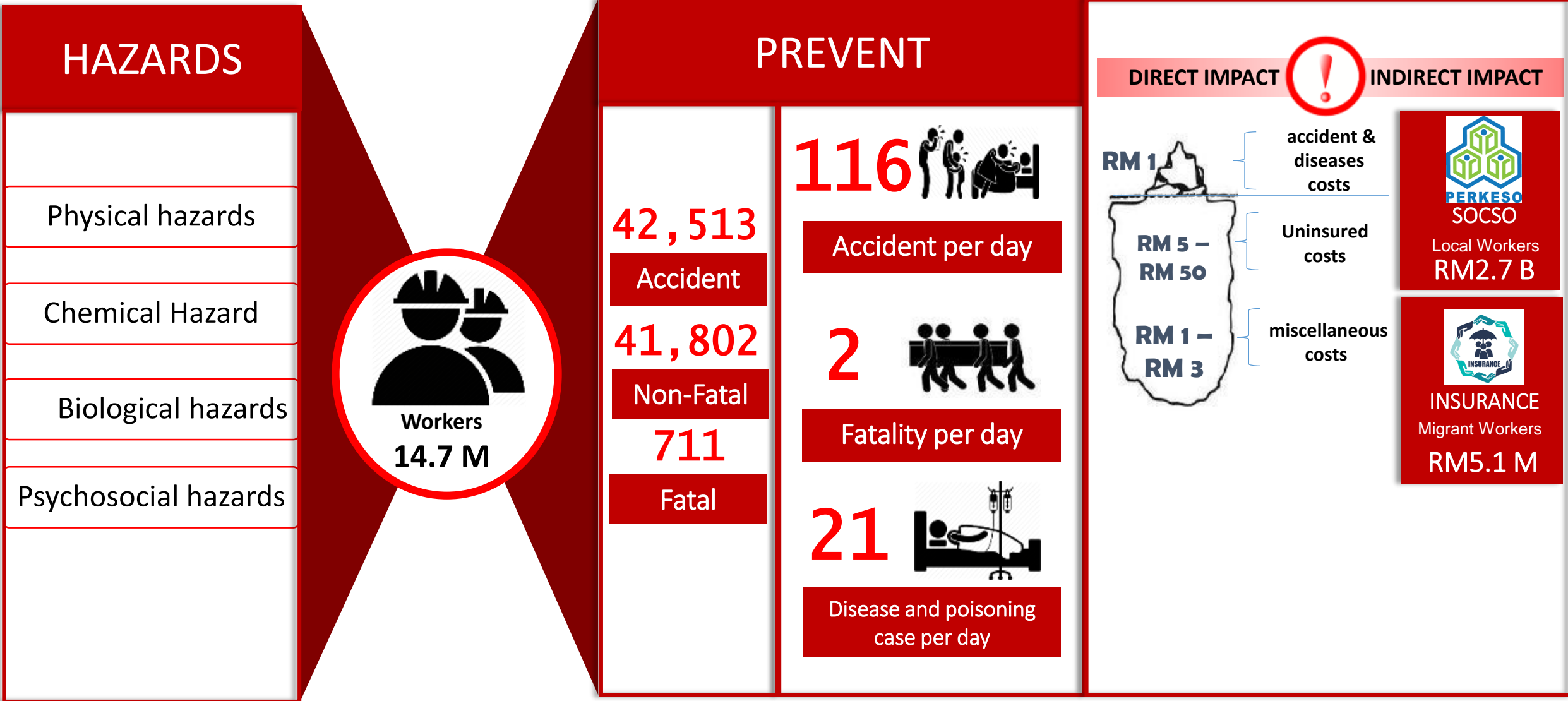


*Source from JKPP

**National Occupational Accident Rate
2005-2017**

**Occupational Diseases & Poisoning
2005 – 2017**

IMPACT OF OCCUPATIONAL ACCIDENT AND DISEASES 2017



THREE INITIATIVES (STRATEGIES) BY GOVERNMENT

**Occupational Safety
& Health Master Plan
2016 - 2020**



OSHMP 2020



**Building
Construction
Strategic
Plan**



**SME
Strategic
Plan**

OCCUPATIONAL SAFETY AND HEALTH MASTER PLAN 2016-2020 (OSHMP 2020)



QUALITY OF WORKING LIFE



QUALITY OF LIFE



PRODUCTIVITY

Increase Work Environment Index > Malaysian Well-Being Index

**OSHMP 2020
TARGETS**

FATALITY RATE
4.36/100,000 workers

ACCIDENT RATE
2.53/1,000 workers

REPORT OF OHD
+ 30 %

MISSION -TO INCULCATE SAFE AND HEALTHY WORK CULTURE AT WORKPLACES



OWNERSHIP

AWARENESS
COMMITMENT



SELF REGULATION

OSH MANAGEMENT
RISK MANAGEMENT
KNOWLEDGE / COMPETENCE



PREVENTATIVE CULTURE

WORKERS RIGHTS
INVOLVEMENT OF WORKERS
DUTIES AND RESPONSIBILITIES
PRINCIPLE OF PREVENTION

Occupational Safety and Health Master Plan 2016-2020 STRATEGIES

**STRATEGY 1
GOVERNMENT
LEADERSHIP**

**STRATEGY 2
STRENGTHENING
OSH
MANAGEMENT**

**STRATEGY 3
OSH SHARING
AND
NETWORKING**









**STRATEGY 4
MAINSTREAMING
INDUSTRIAL
HYGIENE**

**STRATEGY 5
INTERNATIONAL
OSH STRATEGIC
ALLIANCE**

STRATEGIC PLAN IN CONSTRUCTION INDUSTRY 2016-2020

Purpose : support the objective of OSHMP 2020 to reduce accident rate and fatality

No. of employee
2017
1.25m
Fatality rate per 100,000
employee
Comparison

14.9 (4.9)	
10.1 (3.6)	
9.3 (2.8)	
8.8 (2.3)	
3.3 (1.5)	
2.6 (1.2)	
2.2 (2.1)	
1.4 (0.4)	


() Total accident fatality in year 2016/17

Challenge 2018
13,151 No. construction
75 000 Contractor
104 Inspector

Achieve 2017
9,984 No. of inspection
1,229 Special operation
3,141 Improvement notice
3,110 Prohibition notice
693 Compound & prosecution

Strategy 1
 **Promoting Preventive Culture**

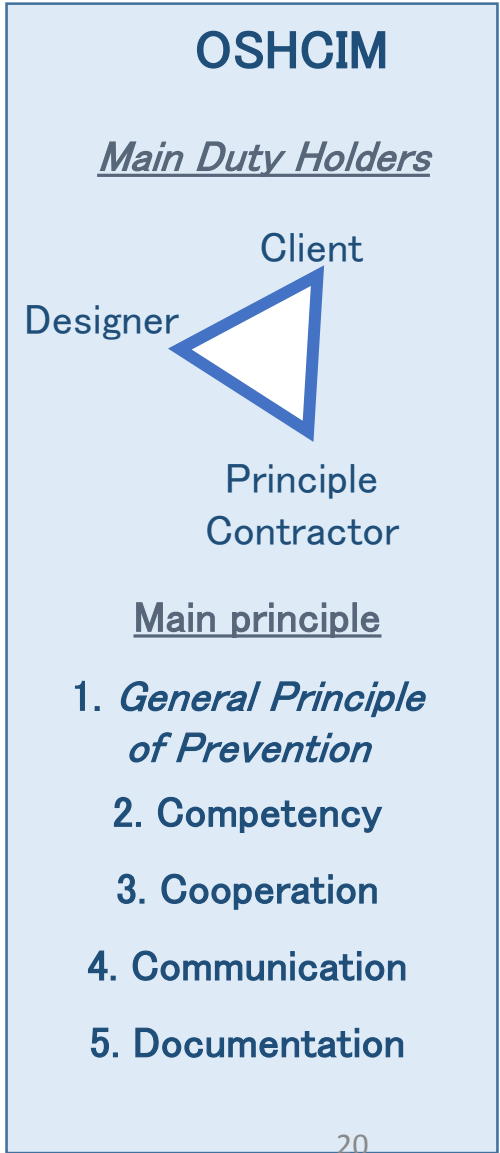
- Principle OSHCIM
- *Risk ownership*
- Comprehensive involvement

Strategy 2
 **Minimize Project Hazard**

- Role on contractor G7
- *Self-assessment*
- *Early regulatory intervention*

Strategy 3
 **Maximize resource**

- Use technology
- Effective legislation
- Effectiveness *regulatory intervention*



OSH SCENARIO IN SME, MALAYSIA



***98.5%**
In year
2015



63%
Accident



- **Lack of OSH knowledge**
- **No person appointed to manage OSH**
- **Lack of commitment from employer**
- **Commitment vs Profit dilemma**

STRATEGIC PLAN IN SME 2016-2020

Strategy 1

Strategy 2

Strategy 3

Strategy 4

Strategy 5

Strategy 6

*To increase OSH
knowledge and skills*

*To provide OSH
Compliance
support*

*To promote the
preventive
culture*

*To Establish SME
Innovation*

*To enforce OSH
effectively*

*To increase quantity
and quality of SME
OSH practitioners*

Year 2017

154

workshop

2610

inspection

835

OSH Coordinator

ISSUES AND CHALLENGES IN IMPLEMENTING OSH IN MALAYSIA

5



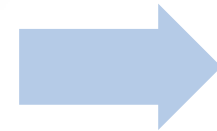
1. Poor awareness implementing OSH in SME.

- The major obstacle is OSH laws is not covered SME in totally. But DOSH has put efforts on overcoming such issues by developing of guidelines, conduct programs and campaigning of in SMEs.
- DOSH also expand their internal structure to present special division to accommodate necessary info related to SME.
- The aim task to create OSH awareness and commitment among employer / owner of SME.



2. Occupational accident in construction site highest number of fatality.

- Government also introduce Strategic Plan on construction Industry also conduct the research with University Technology Malaysia (UTM) to study the framework on OSH of construction phases.
- This research focusing on future direction of OSH in construction work. Involving OSH in design stage, pre-const also post-const.
- This research also develop module for client (developer), designer (architect), principal contractor also contractor.



3. Reporting of occupational accident by inter-agencies.

- Currently, inter-agencies on progress develop one-stop data reporting system.
- This system will minimize employer to double reporting to agencies.
- The agencies also easy to capture actual number of occupational accident and conduct necessary investigation, and more efficient and sustainable solution to compensation insurance.

GOOD PRACTICE

6

After DOSH conduct some study with 154 workshop with SME and 2,610 inspection as summarize the obstacles to implement OSH in SME are:

Lack of knowledge on OSH

No person is appointed to manage OSH

Poor commitment from employer / owner

Dilemma commitment and profit



In Malaysia, we had introduced an Occupational Safety and Health – Coordinator (OSH-C). OSH-C train person in SME sector in 2017 and voluntary basis.

The gap analysis of audit session using the grading system (A, B, C, D and E), and DOSH will be focusing on lower grade of scale which are from grade E, D and C to grade B and A.

As conclusion, DOSH is emphases to introduce OSH-C in SME sector. Since 2017, almost 835 OSH-C appointed by employer / owner of SME. There is on-going process to inculcate OSH in SME sector in order to reduce occupational accident and occupational diseases in Malaysia.

DEPARTMENT ON OCCUPATIONAL SAFETY AND HEALTH



THANK YOU