



OSH During Pandemic

How best it could be leveraged for business survival



Adalah diperakui bahawa barang-barang/perkhidmatan yang dipesan telah dilaksanakan dengan sempurna



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Timbalan Pengarah
Perbadanan Produktiviti Malaysia
Tel: 03-7955 7266

Outline



OSH

Importance of OSH practices at the workplace during pandemic

COST

How OSH practices can contribute to the business operation

SOP

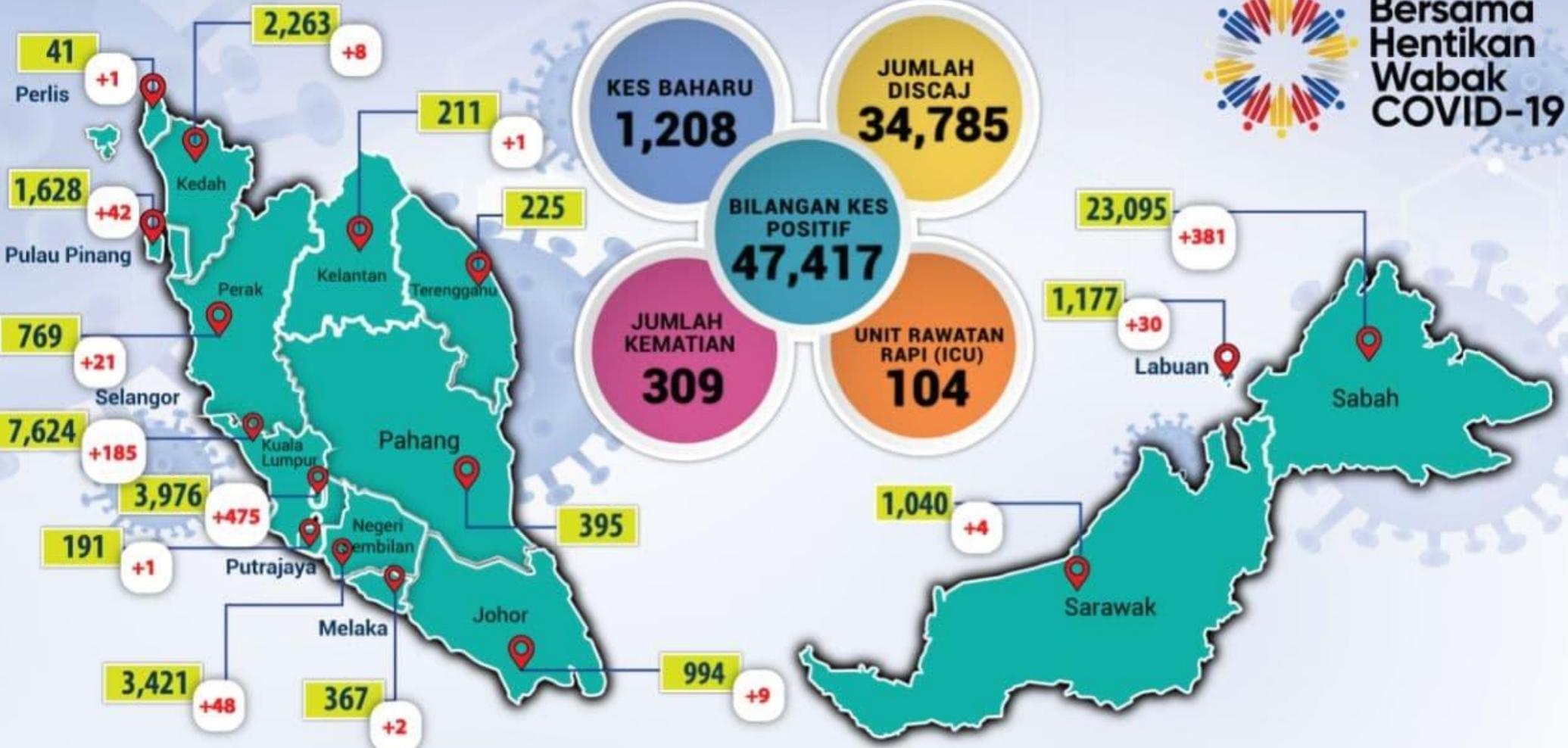
Prevention of COVID-19 at the workplace



KES POSITIF MENGIKUT NEGERI (setakat 15/11/2020, 12 PM)



Bersama
Hentikan
Wabak
COVID-19



Sumber : CPRC, MOH



Jika anda mempunyai gejala berikut:

SEKURANG-KURANGNYA
ADA 2 GEJALA BERIKUT:

Demam	Muntah atau loya
Sakit kepala	Menggigil
Hidung tersumbat	Kelesuan
Selesema	Kejang otot
Sakit tekak	Cirit-birit

SALAH SATU DARIPADA
GEJALA BERIKUT:

Batuk
Sesak nafas
Sukar bernafas
Tiba-tiba hilang deria bau
Tiba-tiba hilang deria rasa

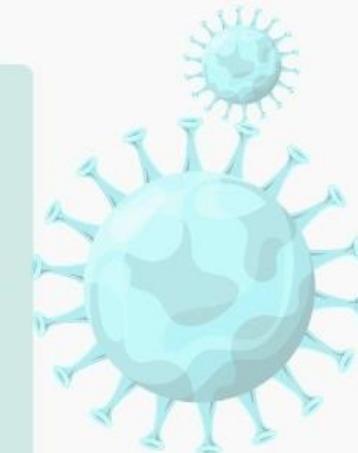
ATAU

DAN anda

1. Pernah kunjungi kawasan kluster COVID-19 dalam masa 14 hari **ATAU**
2. Pernah kunjungi zon merah COVID-19 dalam masa 14 hari **ATAU**
3. Pernah kunjungi / pulang dari luar negara dalam masa 14 hari **ATAU**
4. Mempunyai kontak dengan kes positif dalam masa 14 hari

JANGAN BERLENGAH LAGI
SEGERA DAPATKAN RAWATAN

#JanganLekaDanAlpa



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SCAN ME



Break the Chain of Infection



How COVID-19 will affect the workplace?



”

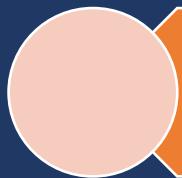
“The science of the anticipation, recognition, evaluation and control of hazards arising in or from the workplace that could impair the health and well-being of workers, taking into account the possible impact on the surrounding communities and the general environment.”

- Definition of OSH (Fundamental Principle of OSH, ILO 2008)

Role of OSH professionals

- Helping the organisations to manage and protect the workers, clients and community.
- Risk assessments and control measures
- Develop SOP
- Training and education
- Develop return to work procedure
- Assist in business continuity plan
- Managing psychosocial health

Importance of OSH at The Workplaces



Legal requirement



Advise and assist in prevention of
infection at the workplace



Protecting
workers/client/community



Promote awareness



Assist in business continuity plan

PART V: GENERAL DUTIES OF EMPLOYERS AND SELF-EMPLOYED PERSONS

(Occupational Safety and Health Act 1994)

Sec 15

- General duties of employers and self-employed persons to their employees

Sec 16

- Duty to formulate safety and health policy.

Sec 17

- General duties of employers and self-employed persons to persons other than their employees

Sec 18

- Duties of an occupier of a place of work to persons other than his employees

Legal
Requirement

Occupational Safety and Health Act (OSHA) 1994 (Sec. 15(1))

- It shall be the duty of every employer and every self-employed person to ensure, so far as is practicable, the safety, health and welfare at work of all his employees

Legal
Requirement

Occupational Safety and Health Act (OSHA) 1994 (Sec. 17(1))

- It shall be the duty of every employer and every self-employed person to conduct his undertaking in such a manner as to ensure, so far as is practicable, that he and other persons, not being his employees, who may be affected thereby are not thereby exposed to risks to their safety or health

Legal
Requirement

Occupational Safety and Health Act (OSHA) 1994 (Sec. 19)

- A person who contravenes the provisions of section 15, 16, 17 or 18 shall be guilty of an offence and shall, on conviction, be liable to a fine **not exceeding fifty thousand ringgit** or to **imprisonment for a term not exceeding two years or to both**.

Legal
Requirement



SOALAN LAZIM

JABATAN KESELAMATAN DAN KESIHATAN PEKERJAAN

PERINTAH KAWALAN PERGERAKAN



SOALAN

Adakah COVID-19 merupakan penyakit pekerjaan?
Perlu dilaporkan?

36

JAWAPAN

“ Perlu lapor jika berpunca daripada pendedahan secara langsung aktiviti pekerjaan sahaja – Rujuk item 7 , Jadual 3 (NADOPOD) ”

37

Adakah kedua-dua kes ini merupakan penyakit pekerjaan?

+ve COVID-19 pendedahan di luar tempat kerja

+ve COVID-19

Pekerja A

+ve COVID-19 melalui interaksi di tempat kerja

+ve COVID-19

Pekerja A

Pekerja B

“ Pekerja A dan B - bukan merupakan penyakit pekerjaan ”

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Disediakan oleh:
Unit Komunikasi Korporat (UKK)
Bahagian Dasar Antarabangsa dan
Pembangunan Penyelidikan

COVID-19

How OS&H Contributes to Business Operation



OSH Elements in Managing Infectious Disease

HIRARC

- Hazard Identification, Risk Assessment, Risk Control

Gap Analysis

- Legal, policy, business needs etc.

Develop SOP

Review Emergency Response Preparedness

Workplace Needs Analysis

- Occupational Health
- Occupational Safety
- Workplace Hygiene



KEMENTERIAN
SUMBER MANUSIA



THINKING OF IMPROVING YOUR WORKPLACE?



I work with **CHEMICALS**?
How bad am I **EXPOSED**?

The machine quite **NOISY**.
Should I be worried?

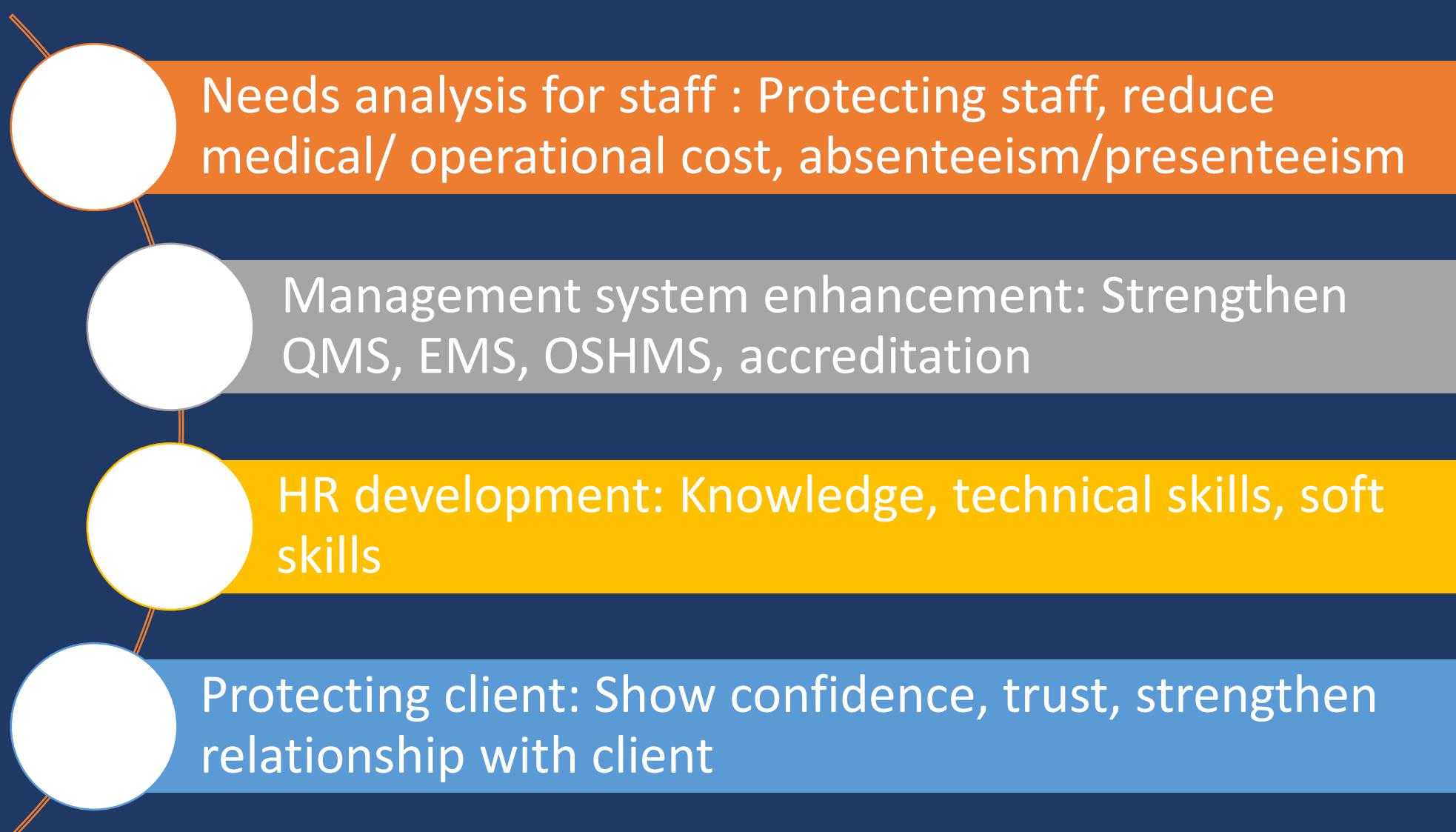
I don't feel comfortable with my workstation arrangements and sometimes I got aches on my shoulder and legs.
Could this be **ERGONOMICS** issue?

WORKPLACE IMPROVEMENT NEED ANALYSIS (WINA)

We can help you to find the gaps and recommend the right solution towards workplace safety improvement!

Contact us for details at:
cmc@niosh.com.my
+6013-222 8155
www.niosh.com.my

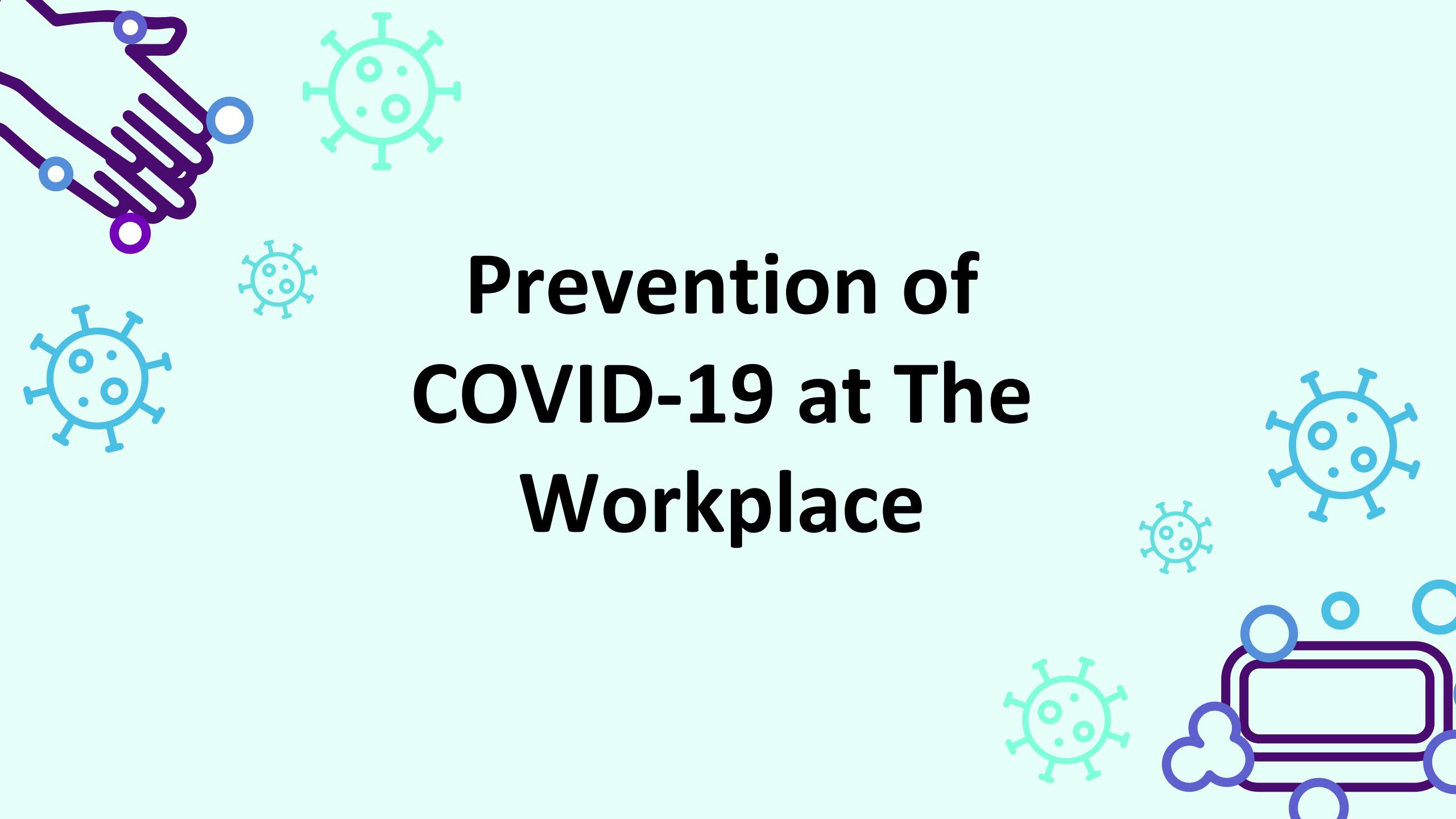
Benefits



Benefits



- Develop new comprehensive product
- Less cost with good service: enhance quality/ online services/ big data/ reengineering work process
- Enhancement in business plan, marketing strategy
- Assisting others: Help in establish SOP at other workplaces



Prevention of COVID-19 at The Workplace

1. Develop an Infectious Disease and Response Plan



- Appoint a team including senior management, supervisors, workers representatives and safety and health personnel.
- Keep updated of guidance from the local authority (KKM, MKN, NACSA etc) and consider how to incorporate those recommendations specifically to your workplace
- Plan should consider and address the levels of risks associated to various worksites and job tasks.
- Assess the risk of potential for interaction with employees, customers, contractors and visitors at the workplace, and implement preventive measures.
- Integrate safety and health into your contingency and business continuity plan

2. Prepare to implement basic infection preventive measures



- In general, all workers, regardless of specific exposure to risks, should implement good hygiene and infection control practices, such as:
 - Frequent hand-washing
 - Encourage respiratory etiquette
 - Practice social distancing
 - Stay at home if sick
 - Regular workplace disinfection

3. Develop procedures for identification and isolation of sick people



- A critical step in protecting workers, customers, visitors and others at the workplace.
- Encourage employees to self-monitor for symptoms and prompt notification if sick.
- Procedure for isolation of sick people (suspected/confirmed COVID) at the workplace
- Protection of employees that in close contact with the sick people
- Transferring to hospital
- Quarantine
- Disinfection of affected area

4. Communicate about workplace policies, flexibilities and protection



- Be aware of **workers' concerns** about pay, leave, safety and other issues that may arise during the outbreak
- Monitor **sick leave and absenteeism** among employees
- Monitor for any **psychosocial health problems** among employees. Conduct mental health assessment and carry out appropriate measures to reduce it.
- Review the necessity of **travelling abroad** (to consult national travel advice and avoid any unnecessary travelling)
- Continuous **health promotion and training**:

JANGAN LEKA DAN ALPA, KITA BELUM MENANG

ELAKKAN
3C/3S

1 **Crowded Places**
(Tempat Sesak)



2 **Confined Spaces**
(Tempat sempit dan tertutup)



3 **Close Conversation**
(Sembang dekat)



1 **Wash** (Cuci)



Kerap cuci
tangan
dengan air
dan sabun

AMALKAN
3W

2 **Wear** (Pakai)



Pakai pelitup
muka

3 **Warn** (Amaran)



Jangan bersalaman
atau bersentuhan



Amalkan etika
batuk dan bersin



Lakukan
disinfeksi



Dapatkan rawatan
jika bergejala



Kementerian
Kesihatan
Malaysia



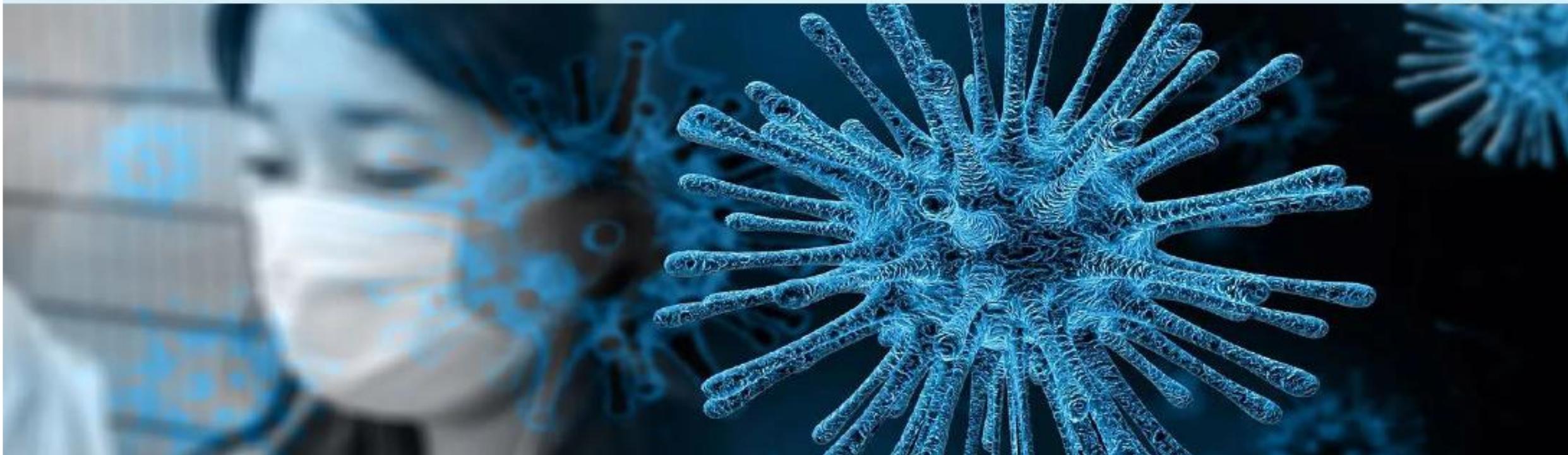
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Department of Occupational Safety and Health
Ministry of Human Resources
Malaysia

SAFE WORK PROCEDURE FOR PREVENTION OF COVID-19 AT WORKPLACE



4.1 ROLES AND RESPONSIBILITIES - Employer

Ensure compliance with legal requirements and safe work procedure related to COVID-19.

1

Ensure as far as is practicable the workplace is safe and without risk of COVID-19 infection to employees and public.

2

Ensure as far as is practicable the entry and exit arrangement to the workplace is safe and without risk to COVID-19 infection.

3

Ensure the facilities and welfare of employees related to COVID-19 risk control and resources are adequately provided.

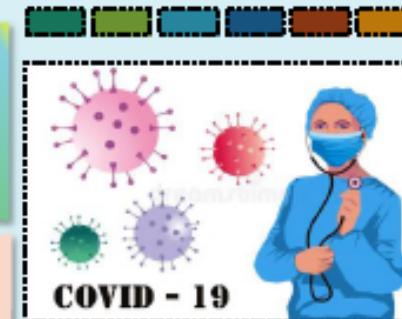
4

Ensures information, training and supervision related to COVID-19 is provided and disseminated.

5

Provide suitable PPE to employees according to their work needs and complied with latest SOP related to COVID-19 (eg. PKPP – Perintah Kawalan Pergerakan Pemulihan) issued by MKN.

6



7

8

Develop a COVID-19 Risk Control Program through risk assessment and ensuring it is implemented.

9

10

Ensure workplace is registered with MySejahtera application.

11

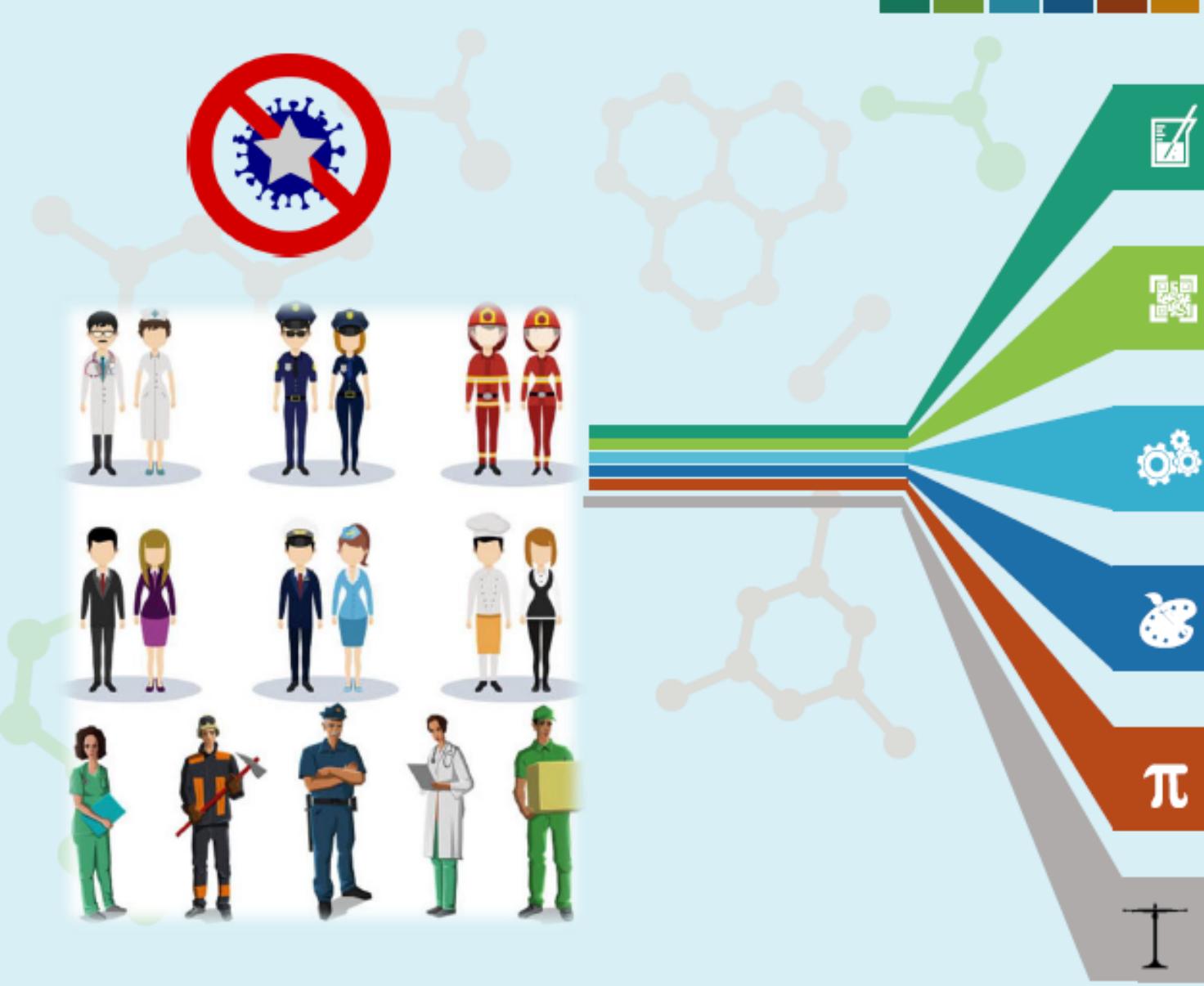
12

Appoint trained personnel or nurse assistant to conduct employees' temperature measurement and health screening.

Appoint (SHO / SSS / OSH-C / SHC Secretary) as Coordinator to report on the compliance status of the COVID-19 Risk Control Program

Ensure physical distancing (minimum distance of 1 meter).

4.5 ROLES & RESPONSIBILITIES - Employee



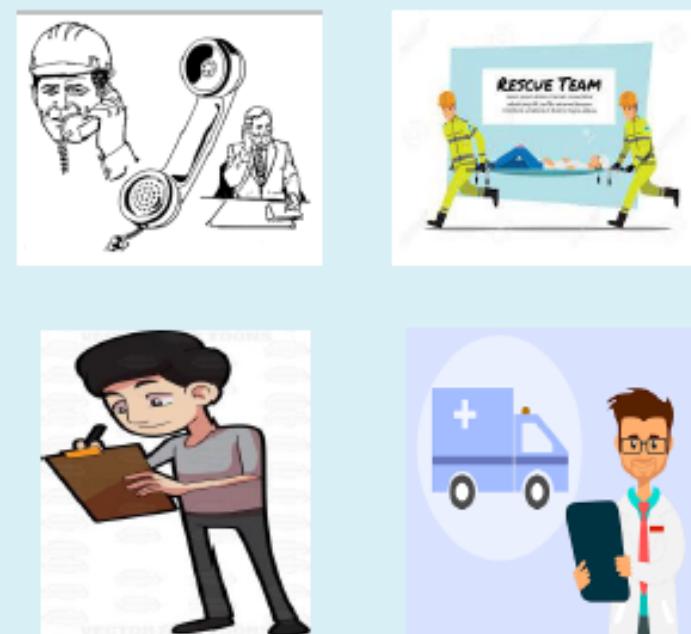
1. Responsible for the safety and health of oneself, co-workers and others that may be affected during work, including make self-declaration of health status.
2. Comply with SWP and usage of required PPE during work.
3. Use of face shield is encouraged when performing work that requires interaction with the public.
4. The use of face mask is mandatory in public and crowded places.
5. Employees with COVID-19 symptoms must immediately inform their employer, Supervisor or Coordinator so that further action can be taken.
6. Comply with any rules and instruction set by employers related to COVID-19 and any guidelines set by the MOH, WHO, ILO and any related agencies.

5.5 MANAGING EMERGENCY SITUATION ON COVID-19



If any person showing COVID-19 symptom during work, the following action need to be taken:

1. Coordinators or Supervisors with the help of ERT should isolate the symptomatic worker in a special setting. Gather information on the employee's situation and inform the employer.
2. The ERT involved in the treatment of symptomatic workers must comply with established procedures and wear PPEs (facemask, medical gowns and gloves).



3. The symptomatic worker should be sent to the hospital for further examination.
4. Employer need to cooperate with MOH to identify their employee's close contact if asked to do so.
5. Employers need to identify the affected areas for immediate cleanup and disinfection process according to the method recommended by MOH.

Work from Home



Key areas in deciding/ managing workers who need to work from home:

- Suitability of job task
- Policy and Directives
- Data Protection
- Safety at Home
- Equipment / Workstation Setup
- Health and Well-being
- Communication
- Work-life balance
- Training and Development

Psychosocial Health during Pandemic

Common Issues (vary between person)



- Worry of possibility that their family members are infected
- Fear of falling ill and dying and losing loved ones
- Feeling helpless – not able to protect loved ones
- Stress, anxiety, helpless, boredom, loneliness and depression due to separation/being isolated
- Fear of being placed under home surveillance
- Avoiding health facilities due to fear of becoming infected while in care
- Fear of not being able to work/ being dismissed
- **Lack of information or facts**
- **Rumours and fake news being spread**
- **Influence by social media**

COVID-19

Perubahan emosi dan psikologi
yang mungkin berlaku kepada anda:



Gangguan
tidur



Perubahan
selera makan



Bimbang



Cepat
tersinggung



Berdebar-debar



Sukar tumpukan
perhatian kepada
sesuatu perkara



Mudah rasa
sedih dan
menangis



Sukar
bernafas



Hilang minat
terhadap aktiviti
yang disukai

Jika anda mengalami gejala di atas, sila dapatkan bantuan daripada klinik / hospital terdekat.

Identify Psychosocial Hazards at the Workplace



- What are the hazards?
- Who might be harmed and how?
- Risk level?
- What has already been done to address the risk?
- What further actions needed?



General Tips for Mental Health Care



- Eat and drink mindfully
- Reduce stressors
- Exercise regularly
- Practice relaxation technique
- Time management
- Restrain from smoking/vaping
- Do not take illicit drugs/drink alcohol



PERKHIDMATAN KESIHATAN MENTAL DAN SOKONGAN PSIKOSOSIAL (MHPSS)



ADAKAH ANDA MENGALAMI SITUASI BERIKUT?



Kami sedia membantu berkaitan masalah emosi anda

Sila hubungi talian: **03-29359935** atau

Scan QR Code

**Pasukan Kesihatan Mental & Sokongan Psikososial (MHPSS)
berhampiran anda**



atau layari

<https://tinyurl.com/MHPSSKKM>



<https://tinyurl.com/MHPSSHOTLINE>



MHPSS CPRC KEBANGSAAN
KEMENTERIAN KESIHATAN MALAYSIA



Kementerian
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THANK YOU

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THANKS!



Do you have any questions?

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