



# **Seminar Kebangsaan Kesihatan & Keselamatan Pekerjaan (SHO) 2016 8hb Disember 2016**

**“JKKP – Bolehkah menyumbang ke arah  
pembentukan budaya kerja selamat”**

**K.Somasundram**

**Assistant Secretary – Education - MTUC**

# Introduction

- The International Labour Organization (ILO) defines commuting accident as
- “...an accident occurring on the habitual route, in either direction, between the place of work or work-related training and:
  - (i) the worker’s principal or secondary residence;
  - (ii) the place where the worker usually takes his or her meals; or
  - (iii) the place where he or she usually receives his or her remuneration; which results in death or personal injury”.

ILO- Notification of Accident, Dangerous Occurrence,  
Occupational Poisoning and Occupational Disease (**NADOPOD**)

- Since notification of a commuting accident is usually a mandatory requirement under the Occupational Safety and Health legislation and a necessity for insurance claim in many countries, the lack of this requirement would have severe repercussion for workers' safety and wellbeing especially in low income and developing nations.

# Self-Regulation

- Self-regulation is the controlling of a process or activity by the people or organizations that are involved in it rather than by an outside organization such as the government.
- self-regulation as a form of co-regulation, with greater state involvement – so that self-regulation is viewed as involving either the state delegating authority to regulate or maintaining a degree of control over the operation of the self-regulatory process

# Commuting accidents on the rise

- While safety risks and resulting workplace accidents are diminishing, work-related commuting accidents are on the rise in many developed and developing nations such as Malaysia.
- This disturbing trend parallels the rising statistics of road traffic deaths, injuries and disabilities in many low and middle income countries due to lack of comprehensive road traffic legislation and enforcement.

# According to the World Health Organization (WHO)

- Nearly 3,400 people die on the world's roads every day, about 1.24 million people die each year, between 20 and 50 million sustain non-fatal injuries, and tens of millions of people are injured or disabled every year.
- Over 90% of the world's fatalities on the roads occur in low-income and middle-income countries, which have only 48% of the world's registered vehicles.
- The most vulnerable road users include children, pedestrians, cyclists and older people who are also the most vulnerable working populations, accounting for almost half of those who die in road traffic crashes.
- Young adults aged between 15 and 44 yr, the most productive workforce, account for 59% of global road traffic deaths.
- The WHO predicts that road traffic injuries will rise to become the fifth leading cause of death by 2030.

- The ILO stated that 2.2 million work-related deaths occurred every year in which 350,000 deaths were from accidents at work, 1.7 million due to occupational diseases and 158,000 due to commuting accidents.
- In 2002 alone, commuting accidents have reached almost 15% of all work-related accidents in the developed countries in Europe<sup>2</sup>).
- Similarly, in Malaysia, commuting accidents involving employees who commute from their homes to their place of work and vice-versa has become a major off-the-job safety issue in Occupational Safety and Health (OSH).

# Commuting Accidents in Malaysia

## SOCSO paid RM 720 million

- There is a general trend indicating that industrial accidents are on the decline in Malaysia.
- Commuting accidents has increased by almost 49% in the past 6 yr from 17,682 accidents in 2007 to 26,262 in 2012.
- Studies by SOCSO in collaboration with local universities showed that 88% of accidents occurred while commuting to and from work.
- The survey also found that 68.8% of cases involved employees who work in the morning and 55% of accidents occurred within less than 5 km from their workplaces.



# MIROS - Road fatalities is alarming

- More than 6,000 fatalities, 18 to 20 killed every day;
- MIROS predicted road fatalities for 2015 are more than 8,000 and for 2020 there will be more than 10,000 fatalities<sup>6</sup>).
- Since 1992, motorcyclists and pillion riders make up about 60% of fatalities and most of them are young and in the prime of their lives.
- Data from MIROS indicated that there was an increasing trend of severe injury and death among motorcyclists from 2000 to 2010.

SHO -: Are We Doing Enough? YES ... Can Be Better

## **PHILOSOPHY AND GUIDING PRINCIPLES**

**Responsibilities to ensure safety and health at the workplace lies with those who create the risk and with those who work with the risk ”**

- Self-regulation
- Consultation
- Workers cooperation and participation

## **OBJECT OF THE ACT**

- **to secure the safety, health and welfare of persons at work**
- **to protect person (other than person at work) at a place of work against hazard**
- **to promote the occupational environment adaptable to the person's physiological and psychological needs**
- **to provide the means towards a legislative system based on regulations and industry codes of practice in combination with the provisions of the Act.**

# **SALIENT PROVISIONS**

- **National Council for OSH**
- **General duties of -**
  - **employers, self-employed**
  - **designers, manufacturers and suppliers**
  - **employees**
- **Safety and Health Organisation**
- **Reporting of accident, dangerous occurrence, occupational poisoning and disease**
- **Prohibition of the Use of Plant or Substance**
- **Industry Code of Practice**
- **Enforcement and Investigation**
- **Liability for offences**
- **Appeals**
- **Penalties**

# **NATIONAL COUNCIL FOR OCCUPATIONAL SAFETY AND HEALTH**

- **membership - between 12 to 15 and tripartite plus others**
- **power to do all things incidental to the objects of the Act**
- **conduct investigations - legislations, administration/enforcement, fostering co-operation, special problems, use of chemicals, statistics, health care facilities, industrial code of practice, rehabilitation**
- **chairman of committee of Appeal**

# **SAFETY AND HEALTH ORGANISATION**

- Medical surveillance
- Safety and Health Officer
- Safety and Health Committee

# **REPORTING OF ACCIDENTS, DANGEROUS OCCURRENCES, OCCUPATIONAL POISONING AND DISEASES**

- Employer to report to the nearest OSH office of accidents, dangerous occurrence, occupational poisoning and diseases
- Medical officers to report on scheduled diseases in FMA

# **ENFORCEMENT AND INVESTIGATION**

- Director General of OSH
- OSH officers
- Certificate of authorisation
- Power to enter, inspect, examine, investigate, take samples etc
- Improvement and prohibition notices



# What's lagging ?

- The problems related to the rising number of commuting accidents are lack of **awareness** among workers about **safe riding and driving**; lack of **comprehensive training** programs targeted at commuting accidents;
- lack of commuting safety management and lack of road safety elements in OSH management systems at workplaces.

# Often we here, workers are our asset

- Through self-regulation, employers have a moral obligation to **adopt a proactive approach** to managing occupational road risk and can change the driving attitude and behavior of their employees.
- They can help **devise safe journeys** and provide training to prevent road accidents.
- Employers also have a duty to protect their employees and other road users by managing road risk **controlling significant business losses that arise from accidents, including direct accident costs, lost staff time, higher insurance premiums and poor public image**

# Singapore – Behavior Survey

- Safety Culture Survey The implementation started with the Safety Culture Survey to measure the beliefs, values and attitude towards safety in both companies and the contractors.
- A combination of interviews and survey forms were used to identify strengths and weaknesses by measuring the organisation's perceptions about the effectiveness of the current safety climate of both companies and the contractors

- The survey was kept anonymous and confidential to encourage honest responses from the participants so as to obtain findings on the true safety climate of the organization. Interpreters for foreign workers; const.
- Baseline Observation And Intervention Strategies A baseline observation is an initial benchmark to establish the safe and unsafe behaviours by observing workers without any intervention strategy to correct any unsafe behaviour.
- The observation is conducted based on an established checklist of critical behaviours.

- Feedback to the supervisors on the observation results and causation of unsafe behaviours;
- TTT for supervisors & workers on the necessary actions to be taken for improving safe behaviour;
- Discuss and set new achievable goal for the next observation cycle.
- Continual observation and intervention cycles were carried out in cycles of 2 weeks. 3 cycles were carried out for the pilot programme. Marked improvement in safe behaviour was noted at the end of the pilot programme.

- To sustain the Analytical Tool The BBS implementation programme,
- A software was designed with functionalities to manage and track behavioural observations for trend analysis as well as set targets for continual improvement.
- It is an internet-based platform designed to help our contractors in implementing and monitoring BBS programs on worksites

- It's now generally recognised that health and safety management should embrace – in a holistic way – the interactions between the working environment, equipment, systems and procedures, and the people in the organisation
- Effective risk management depends partly on the behaviour of individuals in an organisation. A significant number of accidents can be traced to unsafe behaviours. Poorly designed equipment or operations, poor systems and poor working conditions can all encourage unsafe behaviours, but these behaviours are not inevitable

- Safety culture has been defined<sup>1</sup> as consisting of shared values (what is important) and beliefs (how things work) that interact with an organisation's structure and control systems to produce behavioural standards (the way we do things round here). A poor health and safety culture is likely to lead to weaknesses due to problems at the person–work interface – perhaps because of poor training or communication. A poor culture encourages an atmosphere where not complying with safe working practices is acceptable, and it doesn't help the organisation to take effective action to solve health and safety problem



- It's hard to change the attitudes and beliefs of a workforce by direct persuasion, but by acting safely workers can start to think safely.<sup>3</sup> This belief has led to the development of 'behavioural safety' approaches.
- Remember that culture often develops slowly, and that fundamental change requires time

# CONCLUSION

- To sum up the Behaviour Based Safety Programme arranged by Land Transport Authority (LTA) conducted by the Consultant in one sentence:
- It has improved our safety attitude and performance.
- If there is a will there is a Way
- TQ

# THANK YOU

Soma

[somasan54@gmail.com](mailto:somasan54@gmail.com)

h.p. 0123303385