



# Safe & Healthy Workplace: Getting the Message to Workplace



Aliasman bin Morshidi, *TechIOSH*

Seminar KKP 2015

17<sup>th</sup> November 2015

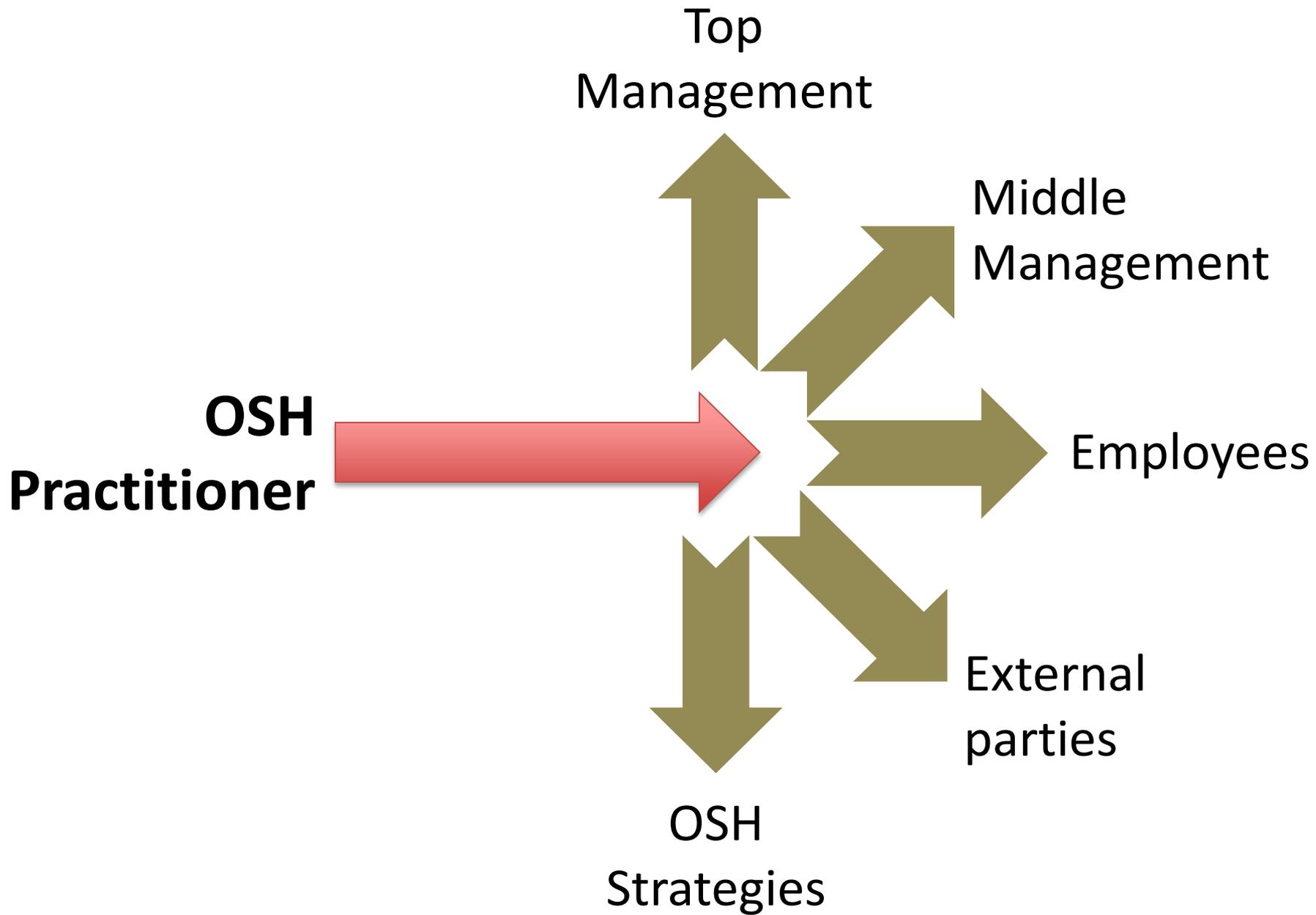
# Presentation Outline...

- ① Understand your roles
- ① Understand management roles
- ① Understand middle management roles
- ① Understand employee roles
- ① Understand external parties
- ① Strategic management in managing OSH



What are the **challenges** that you face when you are **managing OSH** at your plant/ factory/ office / in the construction project?







# OSH Practitioner (*cont.*)....



**Capacity**  
(*Kemampuan*)

Knowledge

Experience

Skills

Attitude

**Capability**  
(*Keupayaan*)

Leadership & management

Strategy

Problem solving

Adaptability



# Top Management....

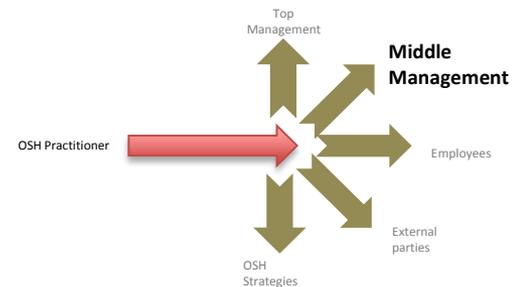
- They think a lot, so you help to settle HSE issues/problems for them!
- JUST sell and just get a **green light** from them



# Middle Management....



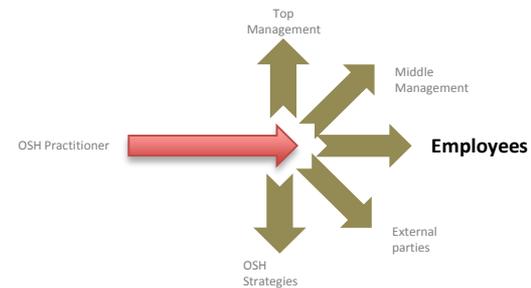
- Translating strategies into execution.
- Understand their process, understand their constrain & support their works!



# Employees....



They just do the work that we ask them to do!!



# External Parties....

- The enforcer



- The stakeholder

**Authorities**

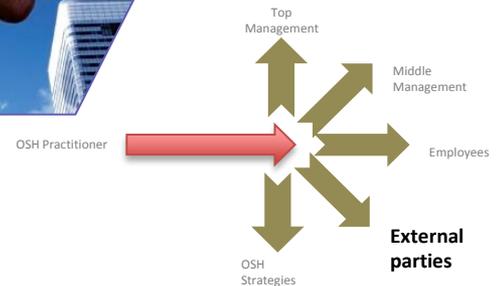
**Public**

**Client**

**Contractors**

- The paymaster

- The executer



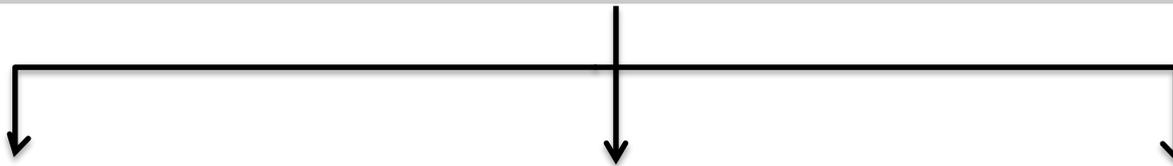
# OSH Strategies....

## Holistic Approach in OSH Management

### Safety Culture

“The product of individual and group values, attitudes, perceptions, competencies and patterns of behaviour that can determine the commitment to, and the style and proficiency of an organization’s health and safety management system”

ACSNI Human Factors Study Group, HSC (1993)



#### Psychological Aspects

“How people feel”

Can be described as the “safety climate” of the organization, which is concerned with individual and group values, attitudes and perceptions.

#### Behavioural Aspects

“What people do”

Safety-related actions and behaviours.

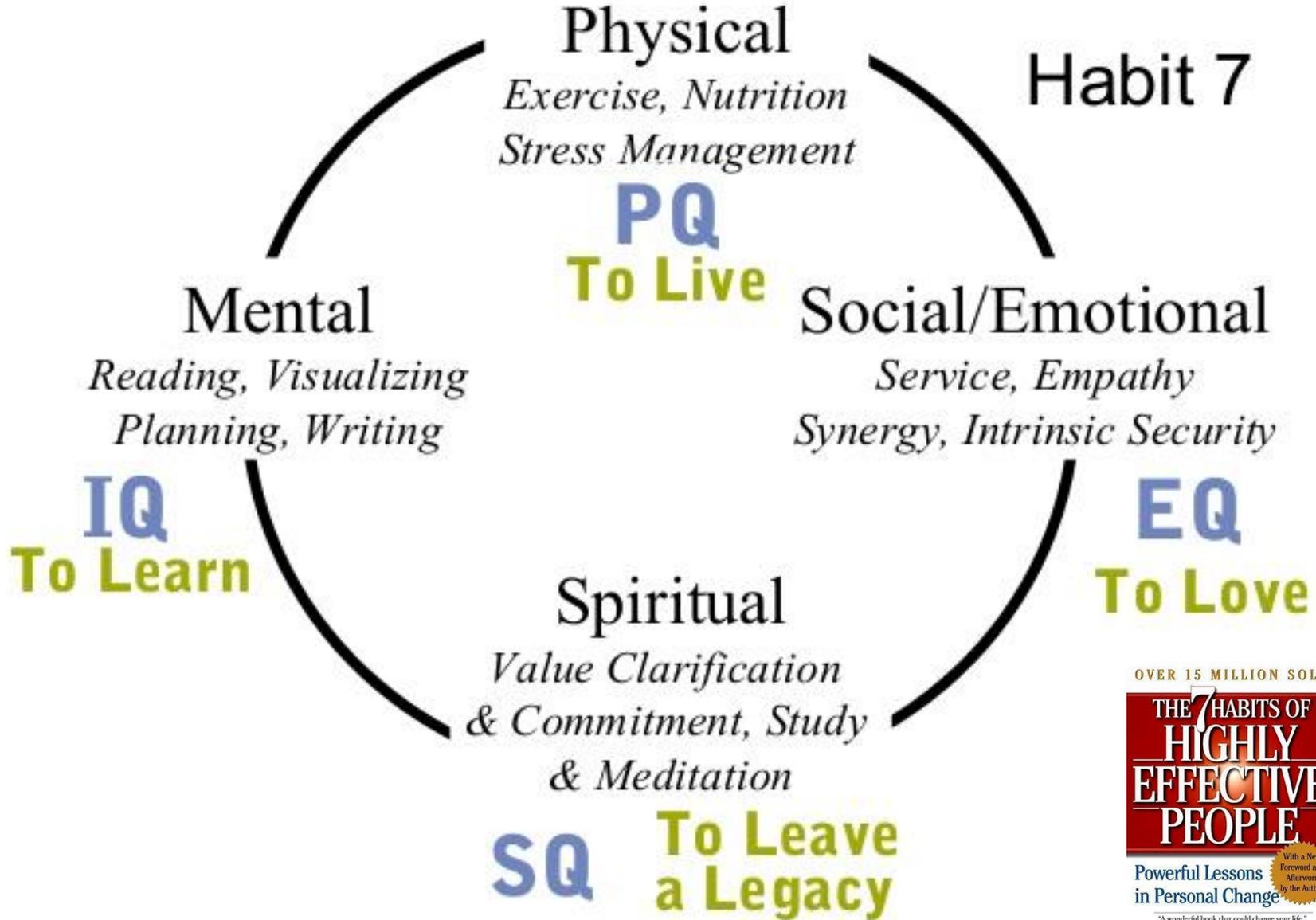
#### Situational Aspects

“What the organization has”

Policies, procedures, regulation, organizational structures, and the management system.



# OSH Strategies (cont.)....



OVER 15 MILLION SOLD

**THE 7 HABITS OF  
HIGHLY  
EFFECTIVE  
PEOPLE**

With a New  
Foreword and  
Afterword  
by the Author

Powerful Lessons  
in Personal Change

"A wonderful book that could change your life."  
—Tom Peters, bestselling author of *In Search of Excellence*

**Stephen R. Covey**

## OSH Strategies (*cont.*)....



**Kalau hidup sekedar hidup,  
babi di hutan juga hidup.  
Kalau bekerja sekedar  
bekerja, kera juga bekerja.**

*~ Buya Hamka ~*

## In summary....

- ① Managing OSH should be managed **holistically**.
- ① **Value driven** in managing OSH will create OSH sustainability.
- ② OSH Practitioners play an important role **to educate** management & workers on the importance of OSH.
- ① OSH Practitioners should be **smart** and **competent** in managing OSH strategically in 21<sup>st</sup> century business challenges.