



Safe & Healthy Workplace: Getting the Message to Workplace

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Seminar KKP 2015

17th November 2015



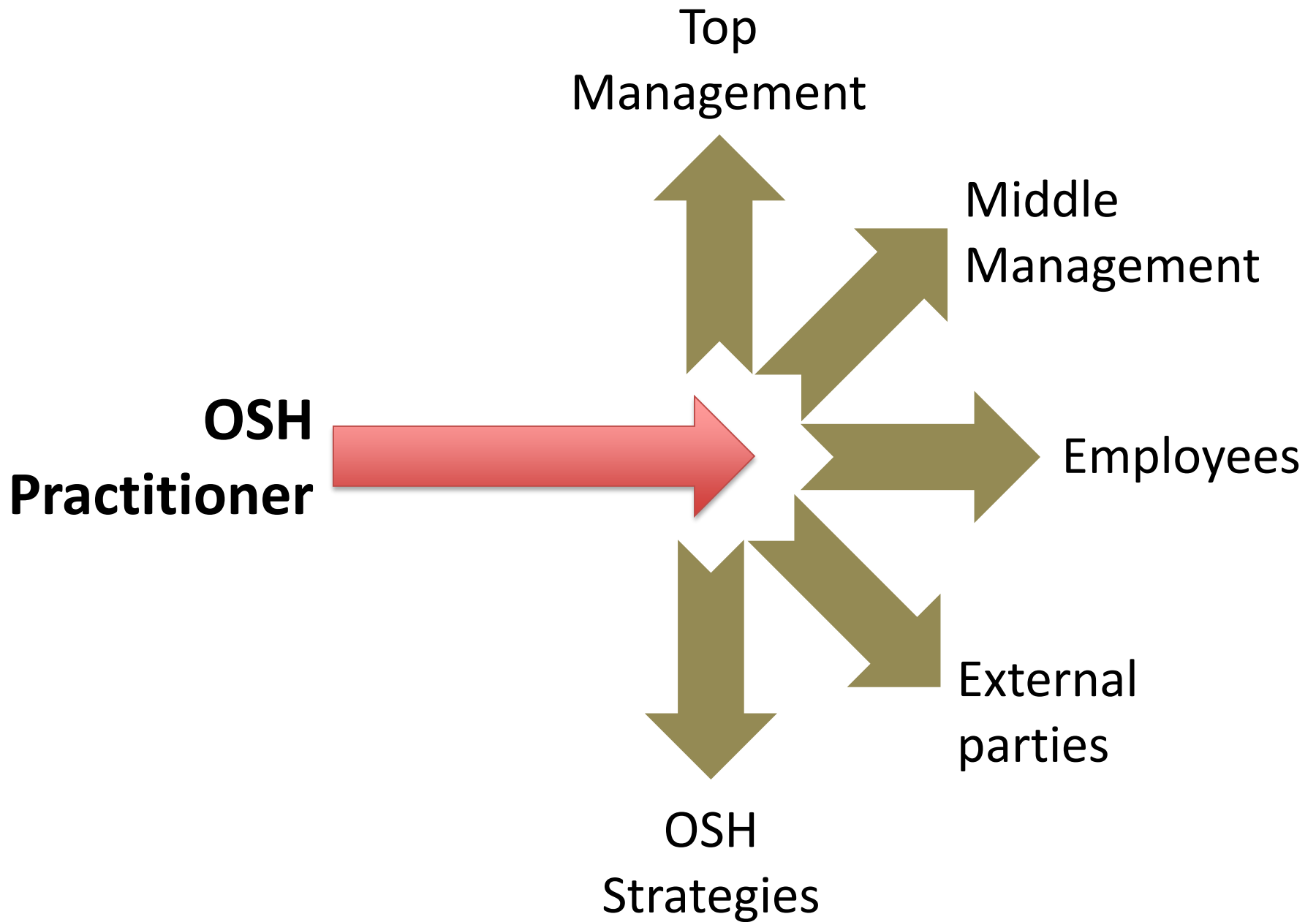
Presentation Outline...

- 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



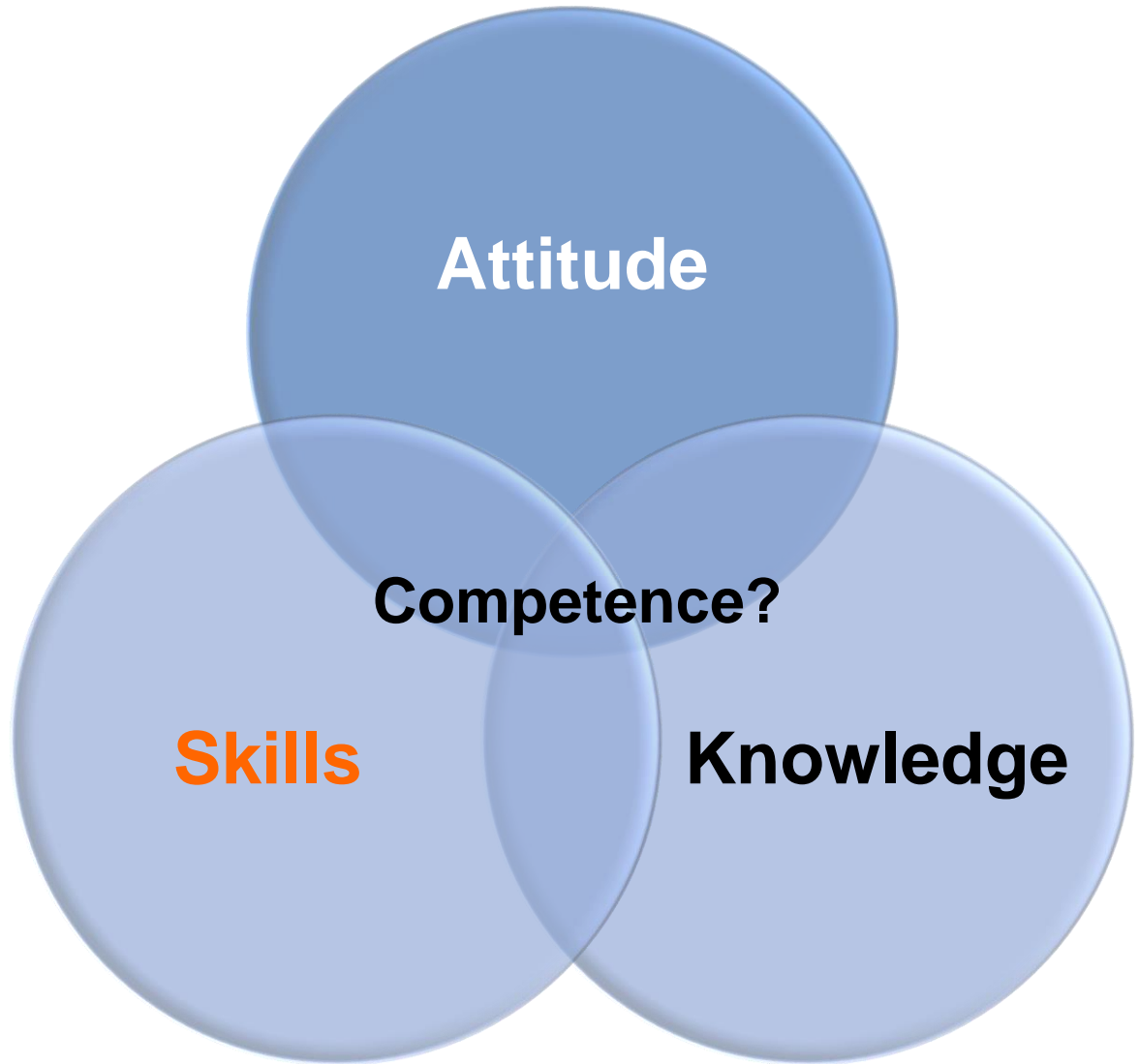
What are the **challenges** that you face when you are **managing OSH** at your plant/ factory/ office / in the construction project?







OSH Practitioner



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



Capacity (*Kemampuan*)

Knowledge

Experience

Skills

Attitude

Capability (*Keupayaan*)

Leadership & management

Strategy

Problem solving

Adaptability

A hand holding a magnifying glass over the word 'COMPETENCY' on a background of business terms. The word 'COMPETENCY' is prominently displayed in the center, surrounded by various business-related words like 'MARKETING', 'SALES', 'MANAGEMENT', 'FINANCE', 'HUMAN RESOURCE', 'DEVELOPMENT', 'PUBLIC RELATIONS', 'CALL CENTER', 'QUALITY CONTROL', 'LOST SALAR', 'PROFIT', 'TRADE', 'INVOICE', 'LOANS', 'MEETING', 'CHANNEL', 'PERFORMANCE', 'PRESENTATION', 'LOGISTIC', 'QUOTATION', 'PACKAGING', 'VISION', 'RESEARCH', 'BONUSES', 'LOAN', 'PRICE', 'PRES', 'MANAGEMENT', 'HUMAN RESOURCE', 'DEVELOPMENT', 'PUBLIC RELATIONS', 'CALL CENTER', 'QUALITY CONTROL', 'LOST SALAR', 'PROFIT', 'TRADE', 'INVOICE', 'LOANS', 'MEETING', 'CHANNEL', 'PERFORMANCE', 'PRESENTATION', 'LOGISTIC', 'QUOTATION', 'PACKAGING', 'VISION', 'RESEARCH', 'BONUSES', 'LOAN', 'PRICE', 'PRES'.

-
- OSH Practitioner
- Top Management
- Middle Management
- Employees
- External parties
- OSH Strategies

Top Management....

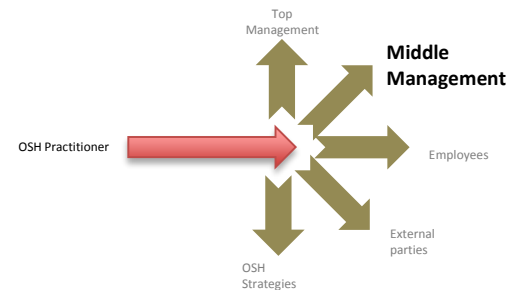
- They think a lot, so you help to settle HSE issues/problems for them!
- JUST sell and just get a **green light** from them



Middle Management....



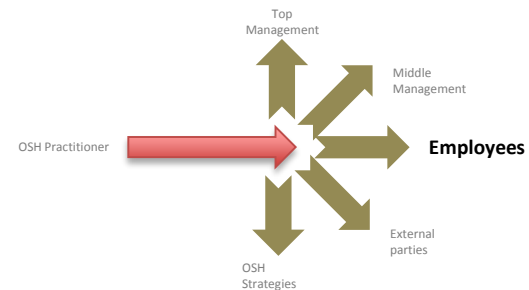
- Translating strategies into execution.
- Understand their process, understand their constrain & support their works!



Employees....



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



External Parties....

- The enforcer

Authorities



- The stakeholder

Public



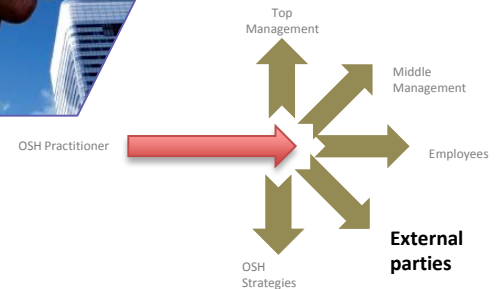
Client

- The paymaster



Contractors

- The executer



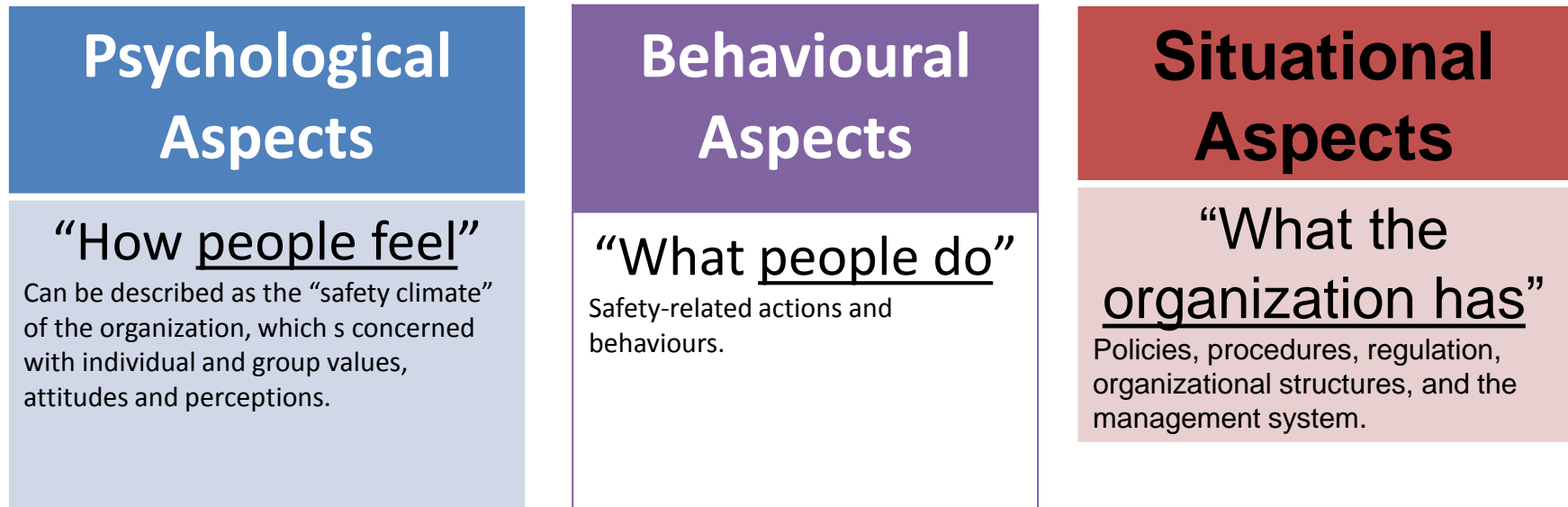
OSH Strategies....

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”

ACSNH Human Factors Study Group, HSC (1993)



Individual's KPI

OSH Strategies (cont.)....

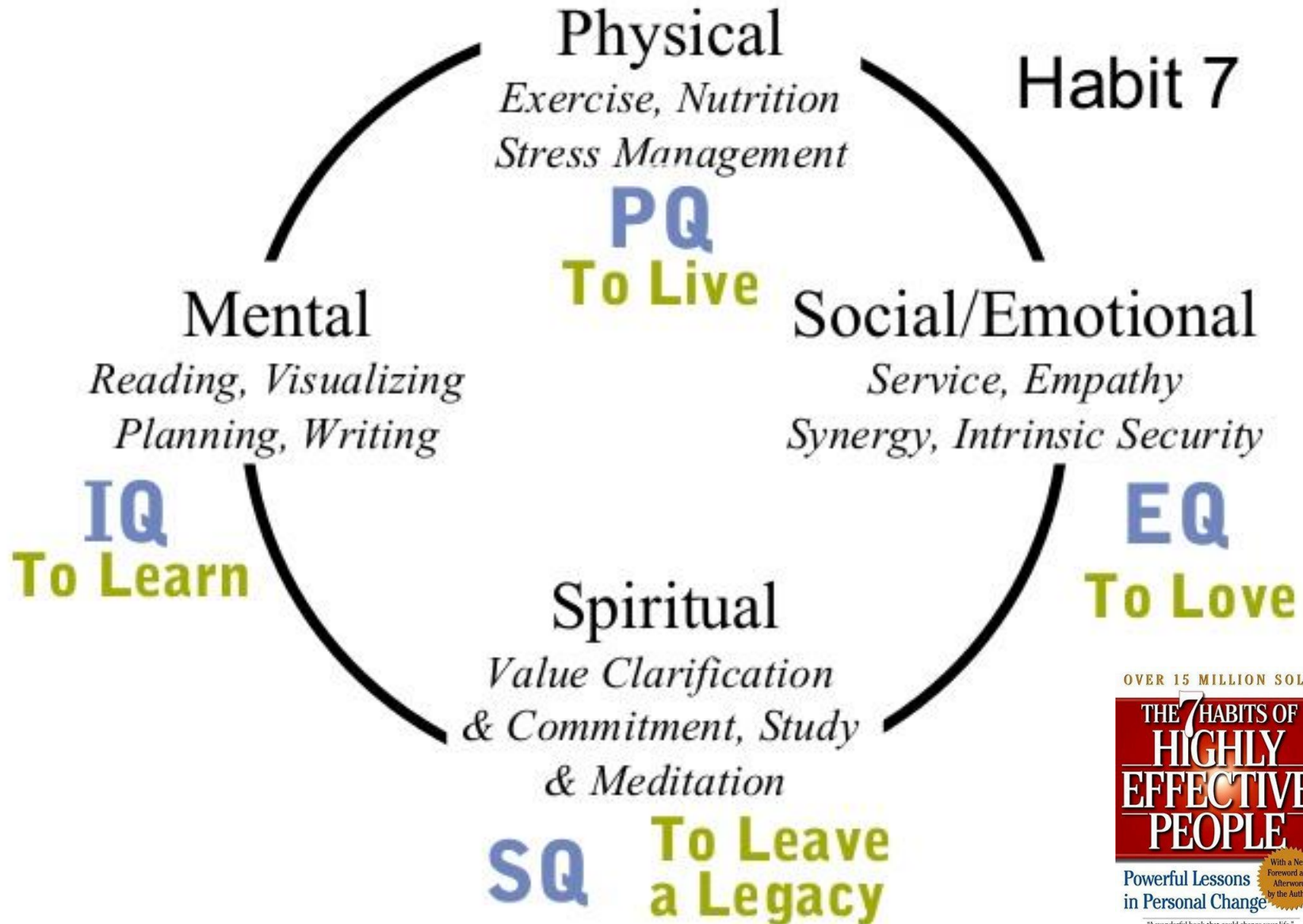


Organizational's KPI

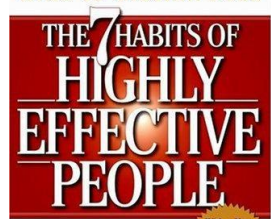
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OSH Strategies (cont.)....



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—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 21st century business challenges.