



DEPARTMENT of OCCUPATIONAL  
SAFETY and HEALTH



KEMENTERIAN  
SUMBER MANUSIA

**AME**  
GROUP

**SEMINAR KEBANGSAAN KESELAMATAN & KESIHATAN PEKERJAAN 2016**

**“OSH – Are We Doing Enough”**

**SAFETY & HEALTH OFFICER!!!!..**

**“Are We Advise Correctly?”**

**DATE : 9 DECEMBER 2016 @ LE MERIDIEN PUTRAJAYA**

**PRESENTED BY**

**HJ MOHD ZAHRUDDIN RUSKAM - GROUP HSE MANAGER – AME GROUP**



**AME CONSTRUCTION SDN BHD**

**TOWARDS SAFE WORKING CULTURE AT CONSTRUCTION SITE**





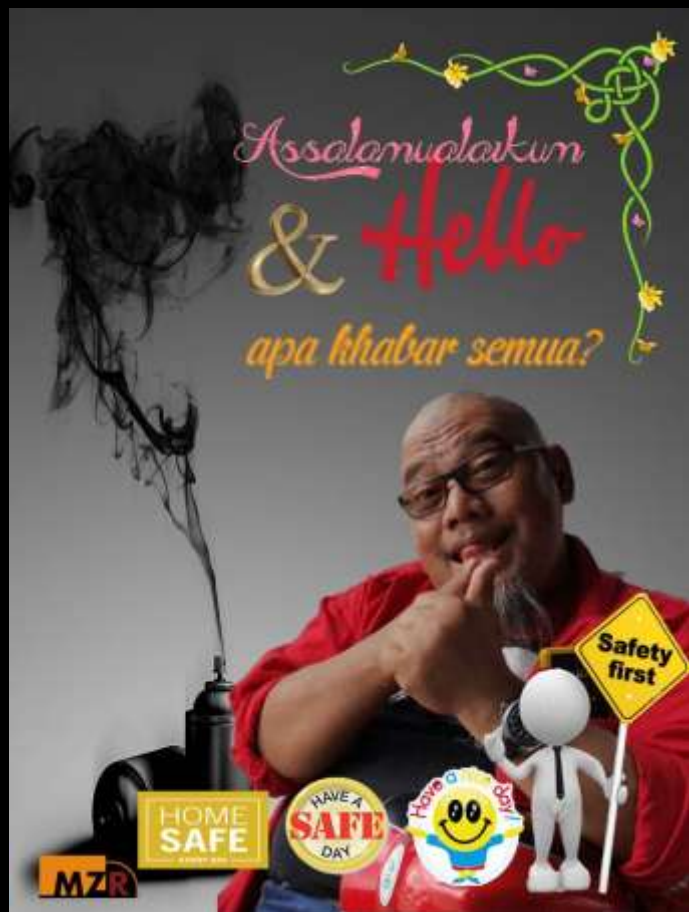
**KEEP  
CALM  
AND  
LET'S  
START**



**AME CONSTRUCTION SDN BHD**

**TOWARDS SAFE WORKING CULTURE AT CONSTRUCTION SITE**



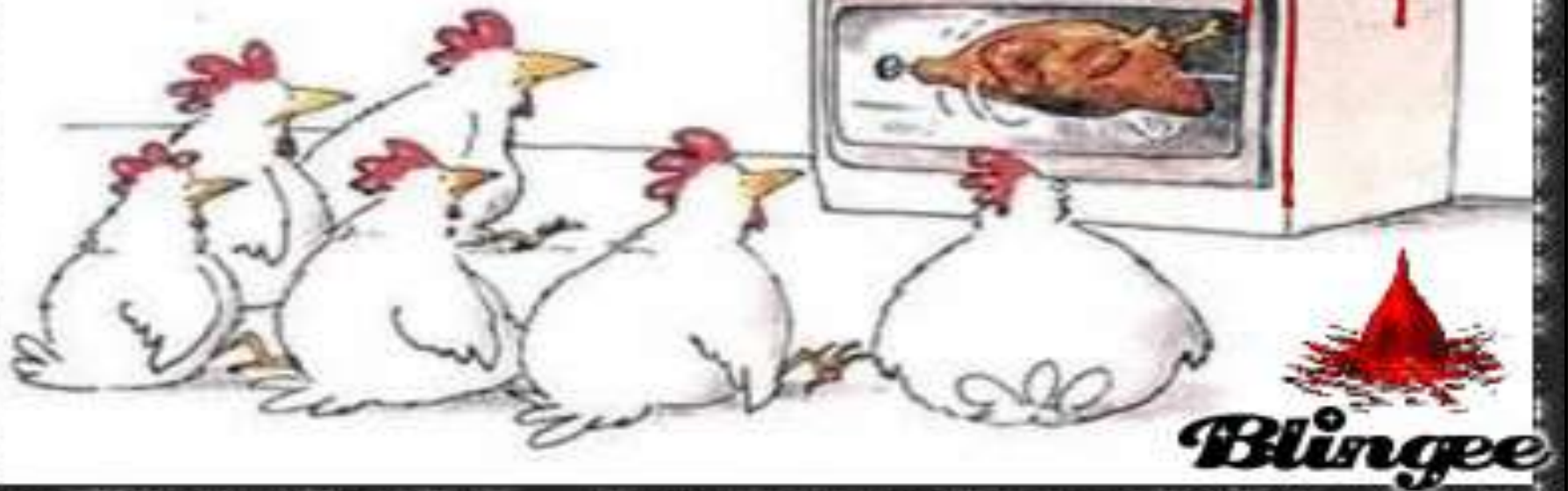


"THE ILLITERATE OF  
THE 21ST CENTURY  
WILL NOT BE THOSE  
WHO CANNOT READ  
AND WRITE, BUT  
THOSE WHO  
CANNOT LEARN,  
UNLEARN,  
AND RELEARN."

~ALVIN TOFFLER

American writer and futurist, known for his works discussing modern technologies, including the digital revolution and the communication revolution, with emphasis on their effects on cultures worldwide.

horror movie



# WHO IS SAFETY OFFICER?

No Person Shall Act As A  
**SAFETY AND  
HEALTH  
OFFICER** Unless He Is  
**REGISTERED** With  
The **DG OF DOSH**



Occupational Safety and Health (Safety and Health Officer) Regulations 1997

# DUTY AS SAFETY OFFICER

1 To **ADVISE** The Employer

2 To **INSPECT** The Place Of Work

3 To **INVESTIGATE** Any Accident

4 To **ASSIST** The Employer Or The Safety And Health Committee

5 To Become **SECRETARY** To The Safety And Health Committee



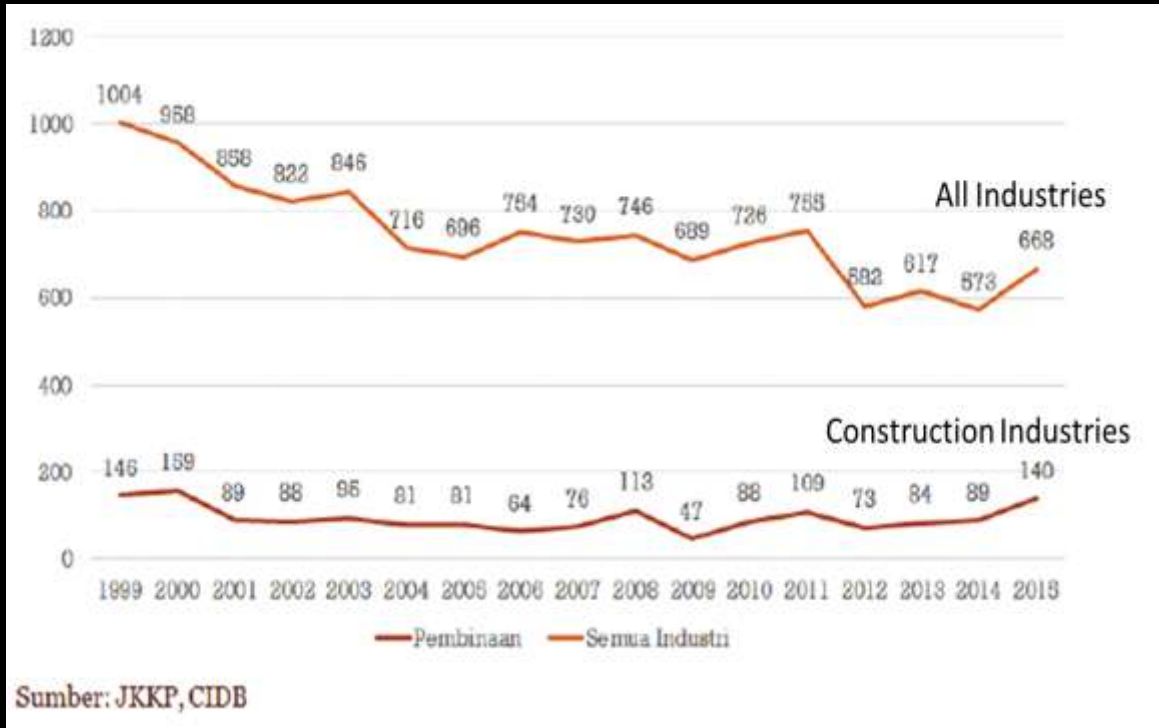
OCCUPATIONAL SAFETY AND HEALTH (SAFETY AND HEALTH OFFICER) REGULATIONS 1997  
Part V Duties Of Safety And Health Officers

6 To **ASSIST** The Safety And Health Committee In Any **INSPECTION** Of The Place Of Work

7 To **COLLECT, ANALYSE AND MAINTAIN** Statistics On Any Accident

8 To **ASSIST ANY OFFICER** Any Matters Pertaining To Safety And Health Of The Place Of Work

# 17 YEARS FATALITY STATISTIC (1999 – 2015)



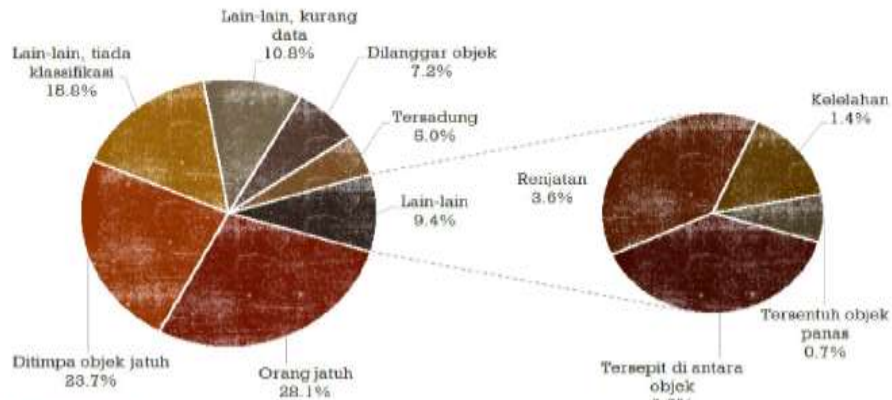
Do We REALLY Care



#We Just  
Don't Care

# DO WE REALLY CARE?

Pada tahun 2015, seramai 140 pekerja pembinaan telah mengalami kecederaan maut, yang terdiri daripada 47 warga tempatan dan 93 warga asing (**jumlah pekerja asing yang maut adalah 2 kali ganda berbanding jumlah pekerja tempatan yang maut**). Bilangan pekerja warga asing yang maut melebihi warga tempatan di Johor, Kuala Lumpur & Putrajaya, Selangor, Pulau Pinang, Terengganu dan Kedah. Bagi negeri-negeri lain, bilangan pekerja tempatan yang maut melebihi pekerja asing, kecuali di Negeri Sembilan yang mencatatkan jumlah kematian yang sama.



Sumber: JKPP

Johor mencatatkan jumlah kematian warga asing tertinggi (28), manakala Selangor dan Sarawak merekodkan jumlah kematian warga tempatan tertinggi (8). Tiada warga asing maut di Kelantan,

OR

**KEEP CALM AND JUST IGNORE IT**

KeepCalmAndPosters.com

# CAUSE OF ACCIDENT

**TOP  
MANAGEMENT**

**SISTEM  
ADMINISTRATOR**

**SISTEM USER**



# ACCIDENT PREVENTION APPROACH



**TOP MANAGEMENT**



**SYSTEM USER**



**SYSTEM ADMINISTRATOR**



# ACCIDENT PREVENTION STRATEGY



**TOP MANAGEMENT**

**DECISION**

1. Manpower
2. Method
3. Material
4. Machine



**SYSTEM  
ADMINISTRATOR**

**CAPABILITY**

1. Experience
2. Skill
3. Creativity
4. Effectiveness



**SYSTEM USER**

**ATTITUDE**

1. Discipline
2. Culture

# 2015 – FATAL ACCIDENT COST

**RM14.16 juta:**  
Jumlah kos  
kematian  
pekerja asing



**RM16.77 juta:**  
Jumlah kos  
kematian  
pekerja  
tempatan

Sumber: Kalkulator kos kemalangan JKPP,  
<http://oshacc.dosh.gov.my/>

Did This Statistic  
Want To Tell Something?



# TODAY QUESTION...



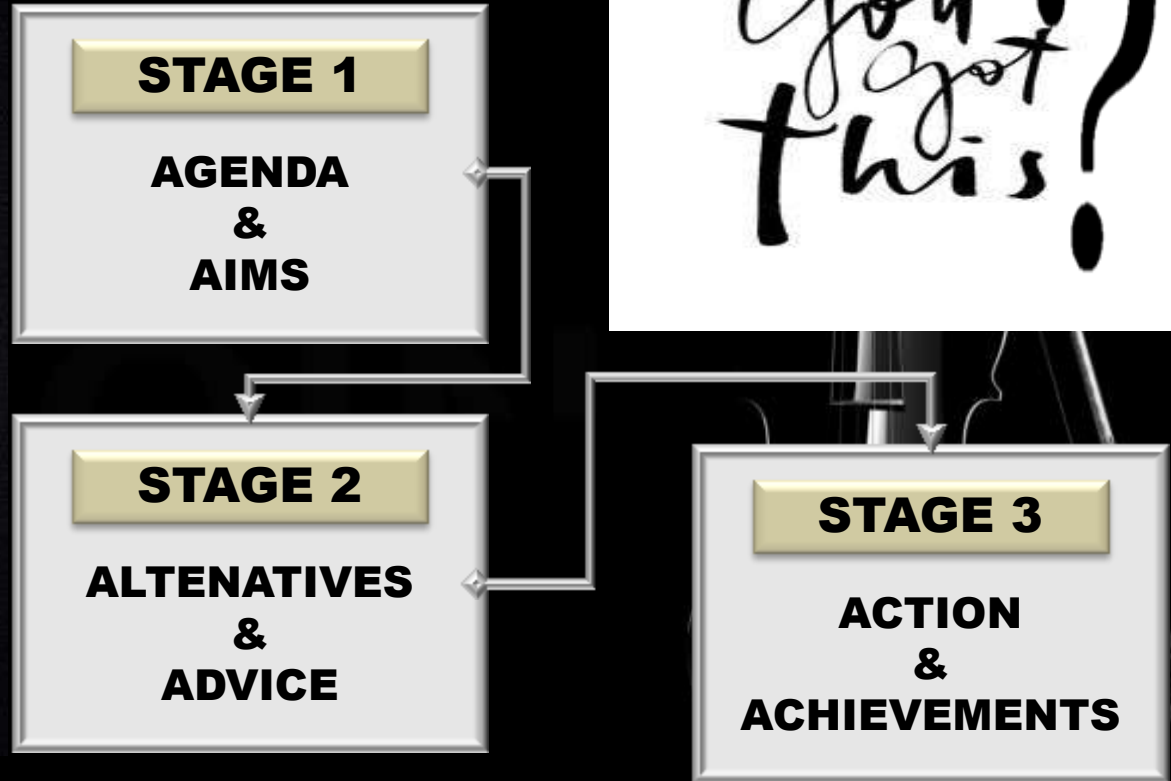
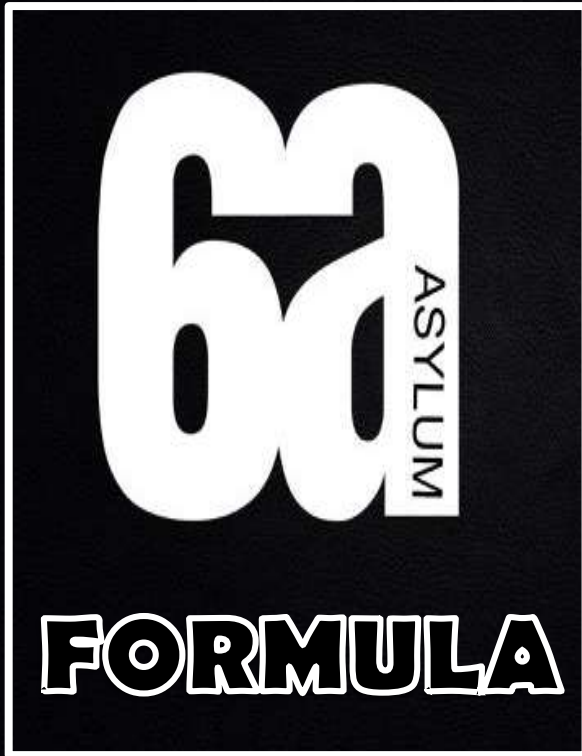
**DID WE CORRECTLY ADVISE OUR EMPLOYER?**

# WHAT IS ADVISE?



Offer  
**SUGGESTIONS**  
About **THE BEST**  
**COURSE**  
Of **ACTION**  
To **Someone**

# GOOD ADVISOR



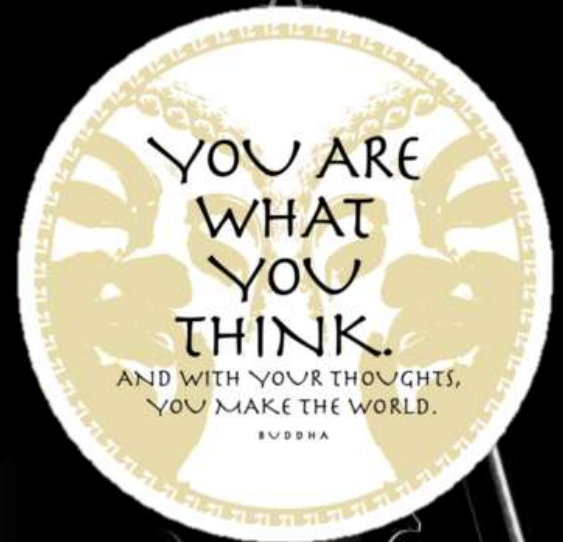
# WHO YOU ARE?.....

Andrew Carnegie

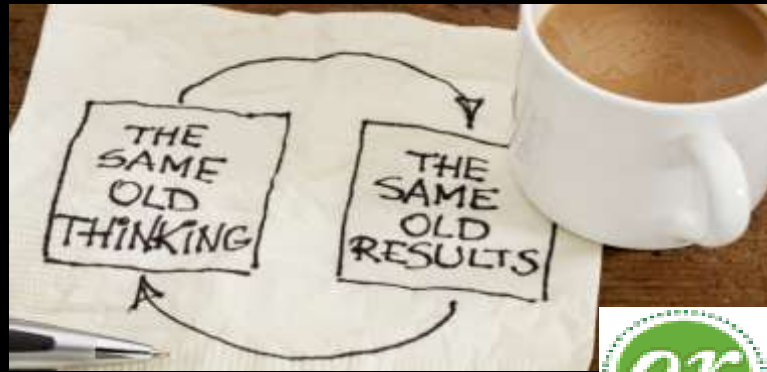


You are what you think. So just think big, believe big, act big, work big, give big, forgive big, laugh big, love big and live big.

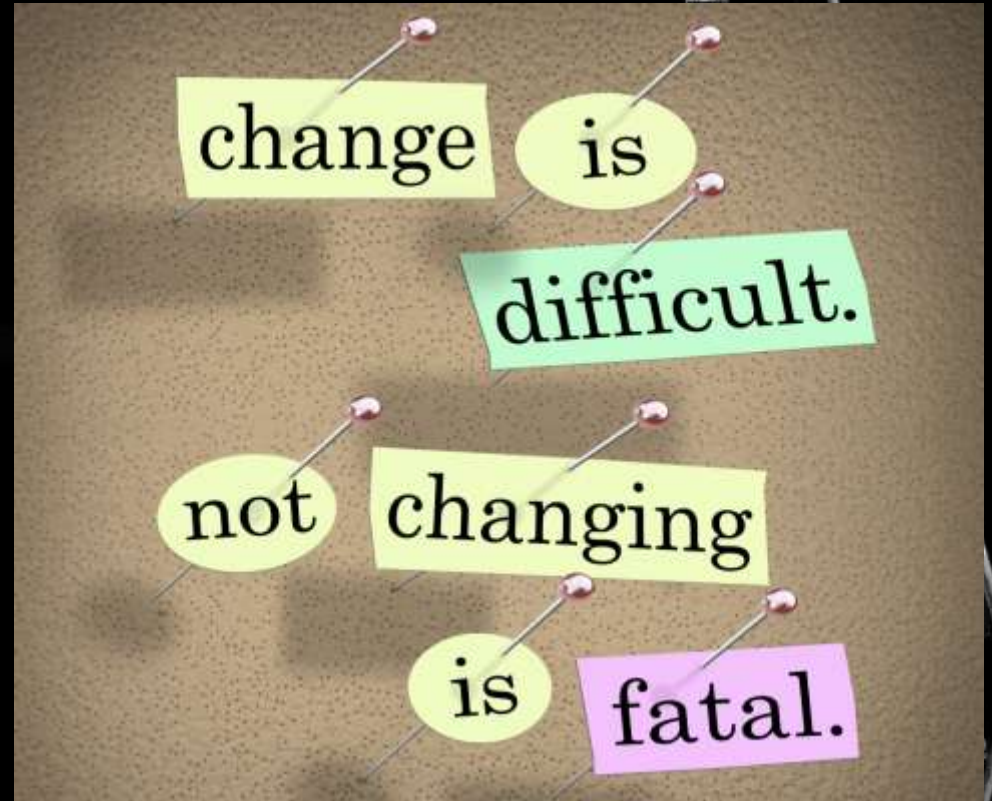
AZ QUOTES



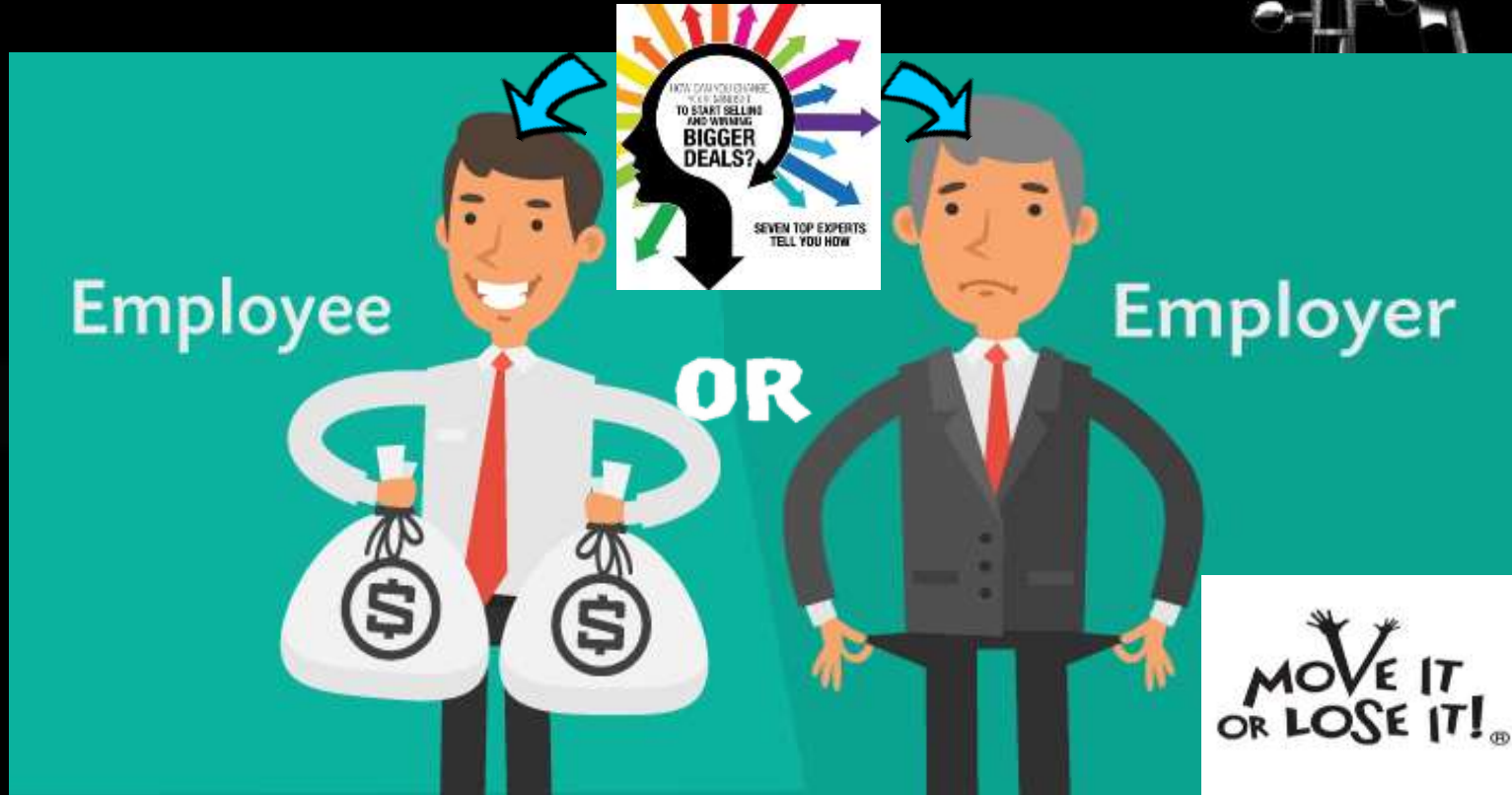
# CHANGE or NOT TO CHANGE?..



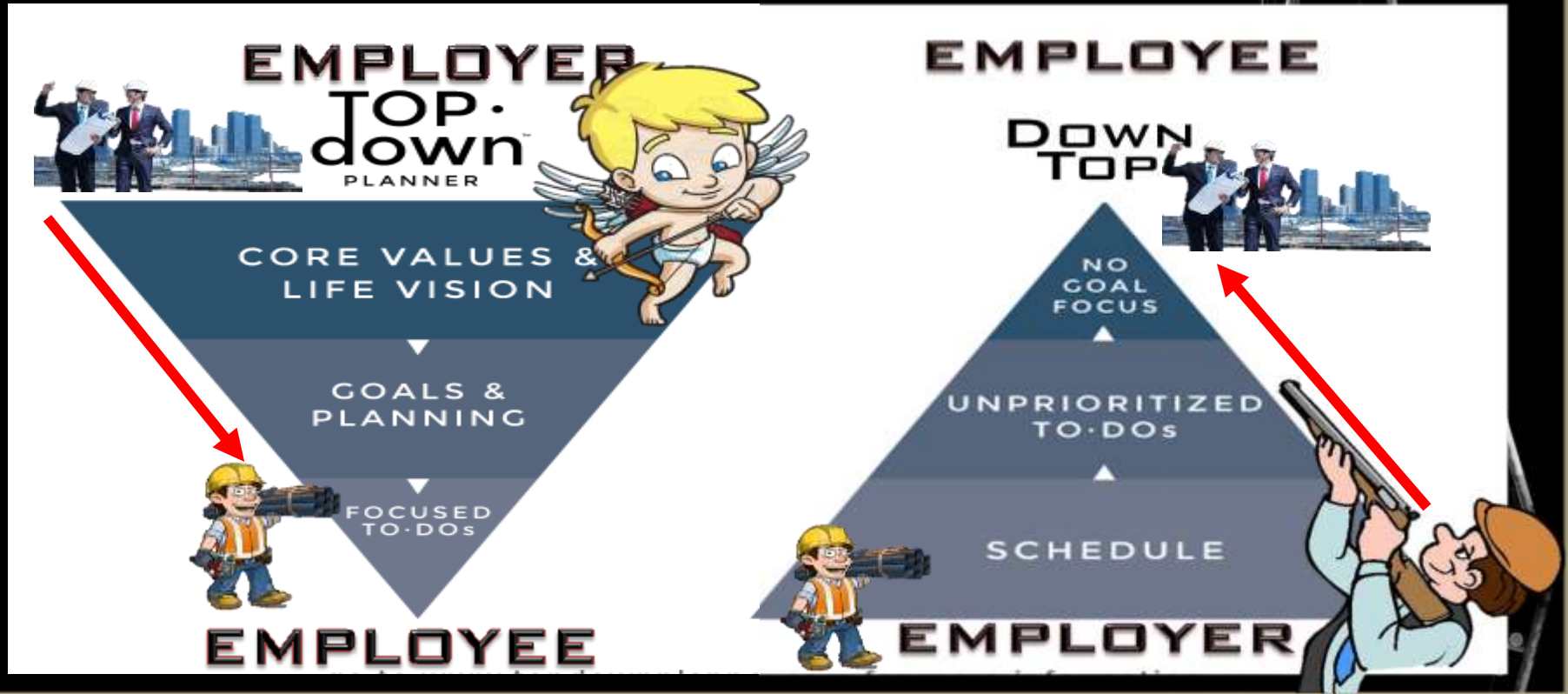
or



# WHO TO CHANGE?.....

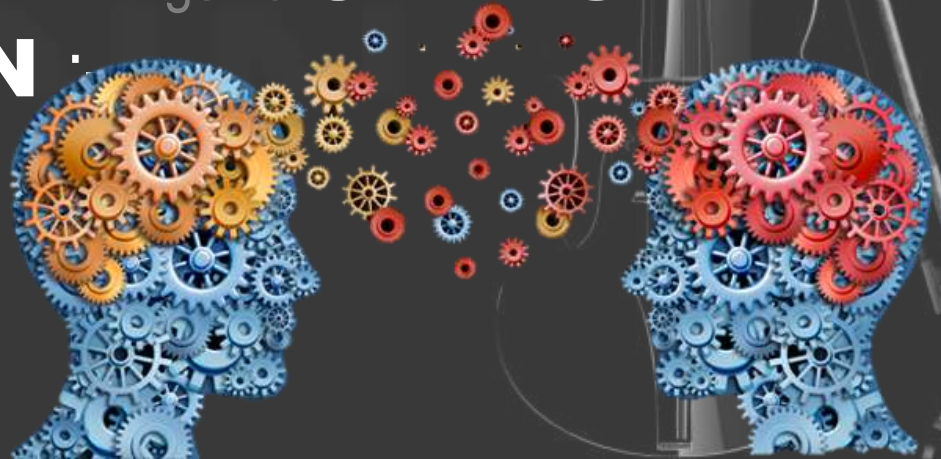


# STRATEGIES TO MAKE CHANGE



# TRANSFORMATION - CHANGE IS ABOUT PEOPLE

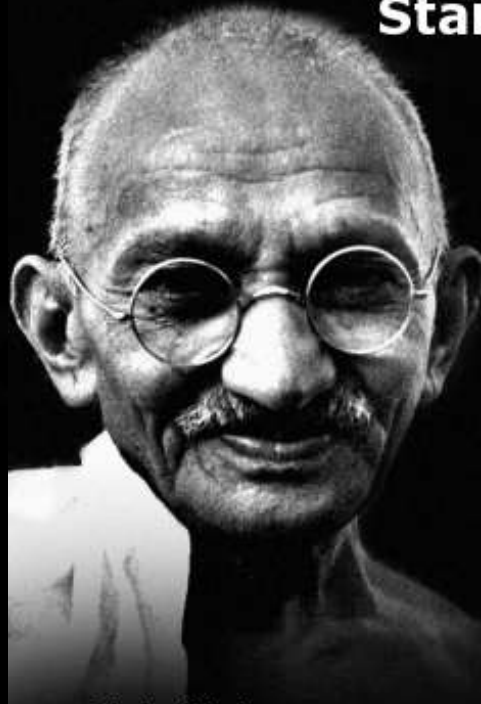
- It's about **90% PEOPLE & 10% TOOLS**
- People are **DYNAMIC**
- They are the **HARDEST** Things To **CHANGE**  
Due to they have their **OWN**
  - **System**
  - **Beliefs**
  - **Values**



# TRANSFORMATION - CHANGE IS ABOUT PEOPLE

People change for two main reasons: Their minds have open or their hearts have been broken.

Quoteistan.com



www.StatusMind.com

**Start changing yourself if you want to change the life around you**

~ Mahatma Gandhi ~

**No matter how hard you try, some people will never change.**

# TRANSFORMATION - CHANGE IS ABOUT PEOPLE

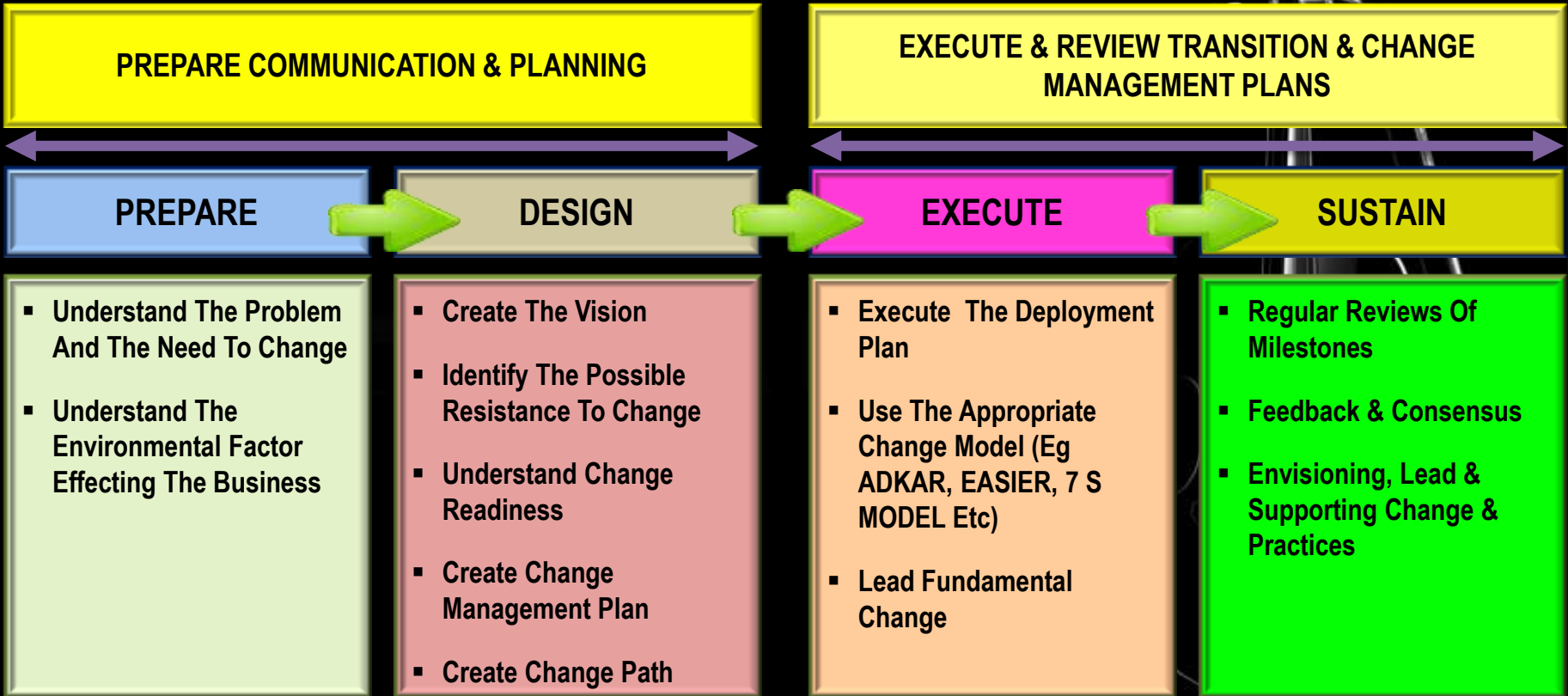
- ◆ People Change At **DEFERENT SPEEDS & BELIEVE** Only Will Change If They In The **VISION**
- ◆ Changing People Need **LEADERSHIP SKILL** To Enable The **VISION** To Be **SUCCESSFUL** And The **CHANGE** To Be **EMBEDDED**



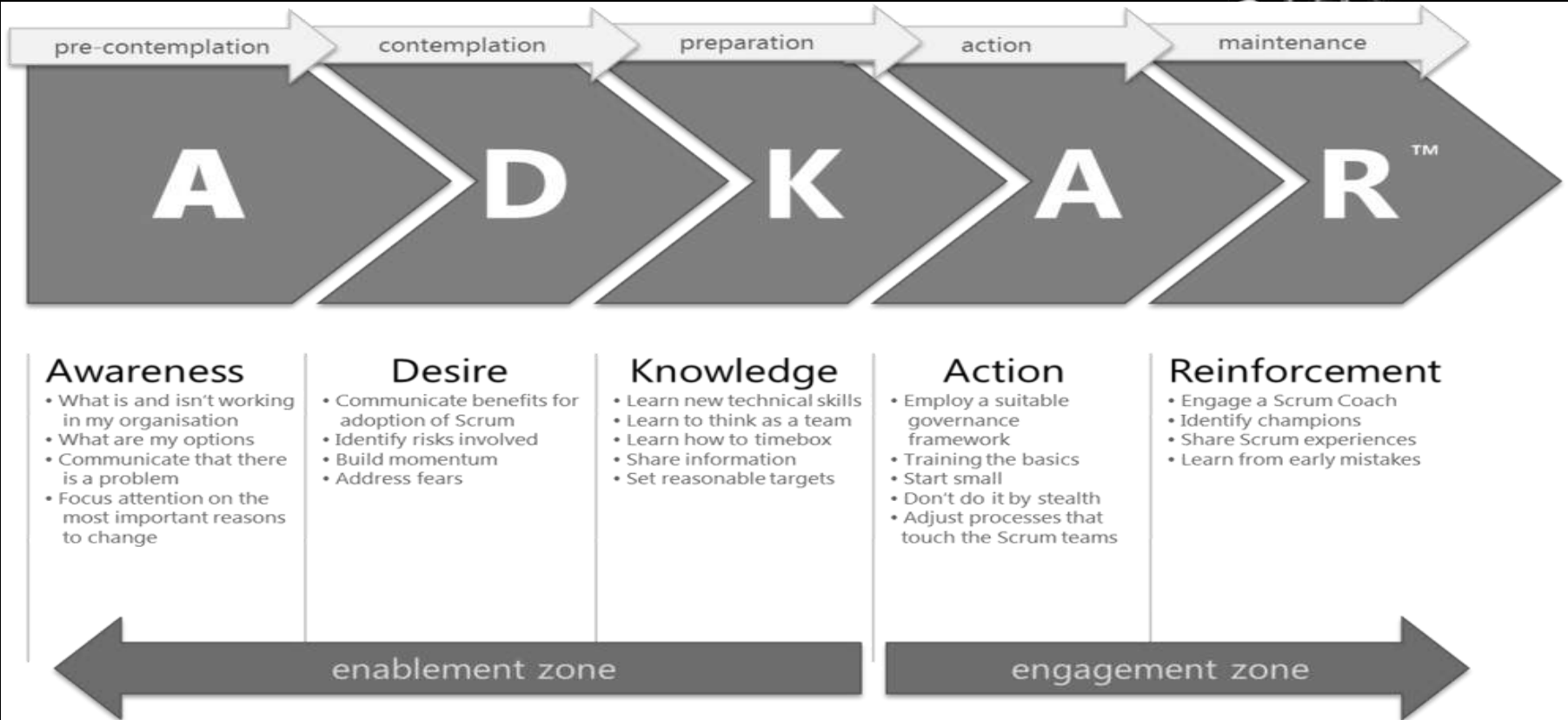
# BE COME CHANGING AGENT



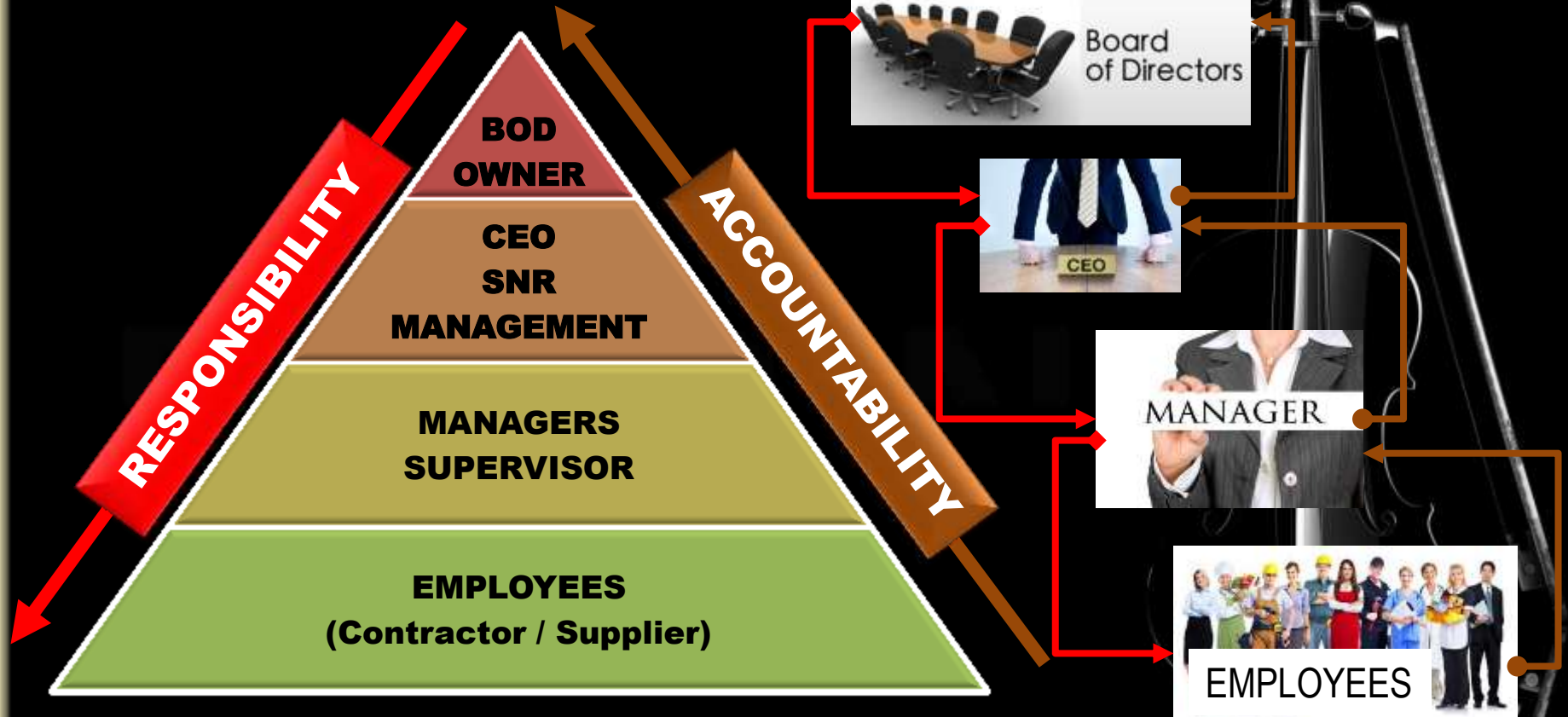
# READY TO CHANGE ?



# CHANGE MODEL



# NEW OSH MINDSET



# DID WE DO MANAGEMENT SURVEY? .....

## WHEN JOINED THE COMPANY :-

1. Identify **MANAGEMENT STYLE & BEHAVIOR**
2. Get To Know **COMPANY MANAGEMENT SYSTEM & STYLE**
3. Analyze **MANAGEMENT POLICY & BUDGET**
4. Understand In Whole **COMPANY DIRECTION AND OBJECTIVE TARGET**
5. Know Who Is **COMPANY BOARD OF DIRECTOR & THEIR BEHAVIOR / CHARACTER**



# STRATEGY & APPROACH

1. Always Alert To **EXPECT THE UNEXPECTED**
2. Fully **UNDERSTAND** What They Should Do.
3. **TARGET SOLUTIONS AT SPECIFIC** Areas Of The Company: Gain An **UNDERSTANDING** Of Where There Are **ISSUES THAT NEED ADDRESSING**
4. Have **BETTER DISCUSSIONS** With Staff: By **CONDUCTING THE SURVEY IN ADVANCE**
5. Highlight **ISSUES WITH SOLUTION** (Avoid Blaming Culture)

Expect the unexpected,  
because God might  
surprise you with something  
that you've always wanted,  
even if you didn't expect it to  
*come around so soon.*



# I FINALLY DID IT !

AME Kelvin Lee Chai MD

The entire team need to work together for job site safety.

The safety team need to carry out his duty accordingly to make sure all parties comply with safety regulations.

AME top management all the while emphasis SAFETY FIRST.

16:53

Zahrudin, we need strong team especially new projects in KL, new team need to know and learn company culture toward implementation of job site safety.

16:54

Noted boss 18:48 ✓✓



# GOOD DECISIONS THROUGH DISCUSSION

**Most discussions of decision making assume that only senior executives make decisions or that only senior executives' decisions matter. This is a dangerous mistake.**



QUOTEHD.COM

**Peter Drucker**  
Austrian-American Author  
1909 - 2005

**If you hang out with chickens, you're going to cluck and if you hang out with eagles, you're going to fly.**

**-Dr. Steve Maraboli**  
[pinterest.com/stevemaraboli/](https://pinterest.com/stevemaraboli/)

# LAO TZU QUOTE

*Watch your thoughts;  
They become words.  
Watch your words;  
They become actions.  
Watch your actions;  
They become habits.  
Watch your habits;  
They become character.  
Watch your character;  
It becomes your destiny.*

**Lao Tzu**



*If you are **depressed**,  
you are living in the **past**.  
If you are **anxious**,  
you are living in the **future**.  
If you are at **peace**,  
you are living in the **present**.*

*- Lao Tzu*

Lao Tzu Was A Philosopher And Poet Of Ancient China. He Is Best Known As The Reputed Author Of The Tao Te Ching And The Founder Of Philosophical Taoism

# HOW TO SUCCESS

## ISLAMIC MANAGEMENT CONCEPT / MODEL

### **SYURA / COUNCIL**

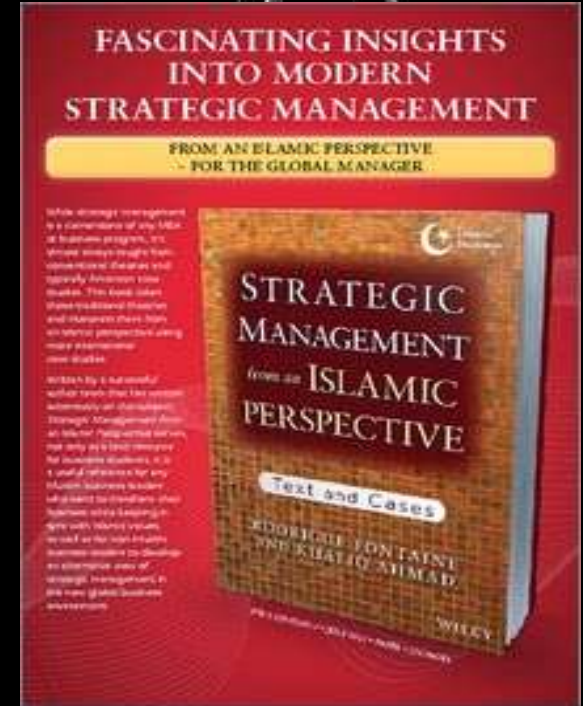
The Process Of **Decision Maker** And Is  
**Considered The Most Important** Elements

### **HISBAH / ACCOUNTABILITY**

Agency **MANAGEMENT CONTROL** In  
Order To Ensure That The Operation Of The Organization Are  
**GOOD AND EFFECTIVE** As Being  
Planned

### **ETHIC / MORALS**

Is Due To Become The **BACKBONE OF AN**  
**ORGANIZATION** To Operate Effectively



# HSE CULTURE MATURITY MODEL

Increasingly Informed

**GENERATIVE**  
(High Reliability Organization)  
HSE Is How We Do Business Round Here)

**PROACTIVE**  
Safety Leadership & Values Drives Continuous Improvement

**CALCULATIVE**  
We Have Systems In Place To Manage All Hazards

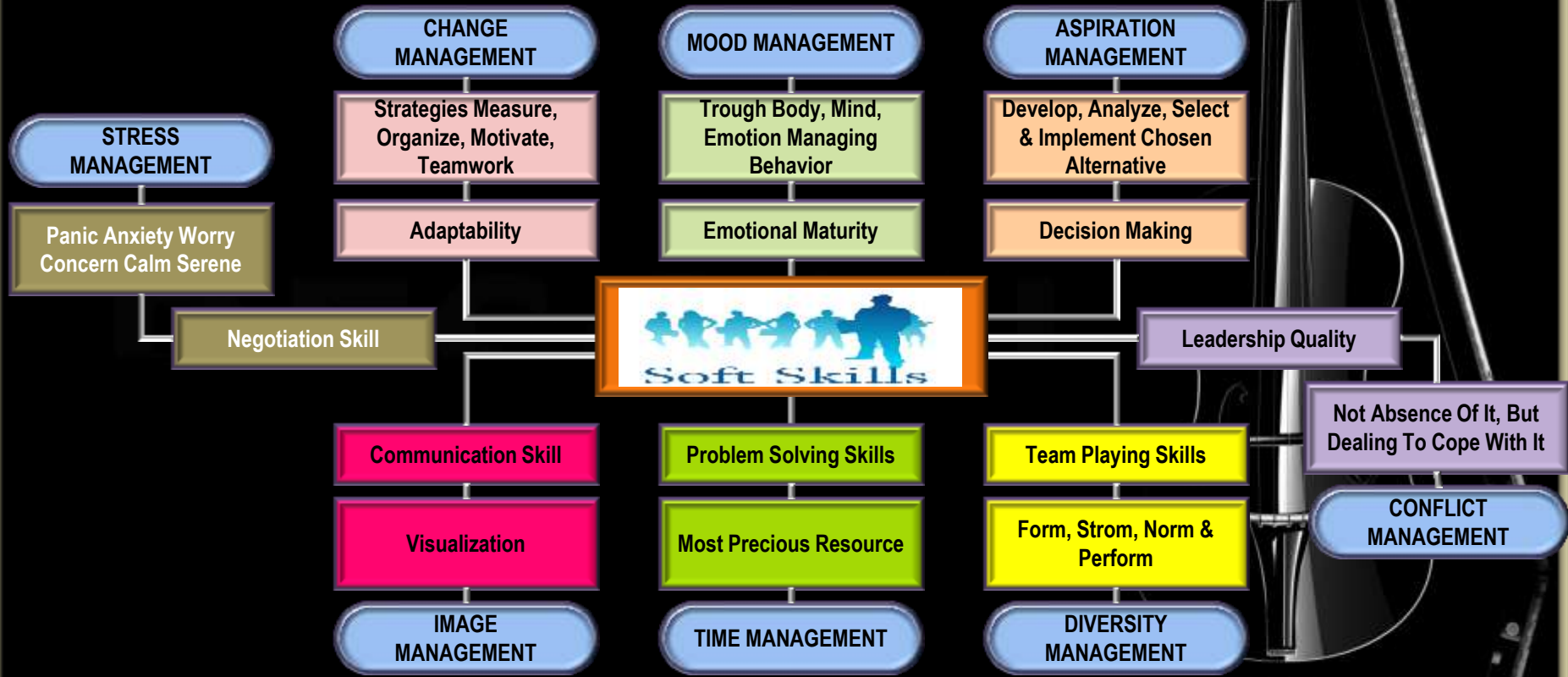
**REACTIVE**  
Safety Is Important, We Have Do A Lot Every Time We Have Accident

**PATHOLOGICAL**  
Who Cares As Long As We're Not Caught

Increasingly Trust & Accountability

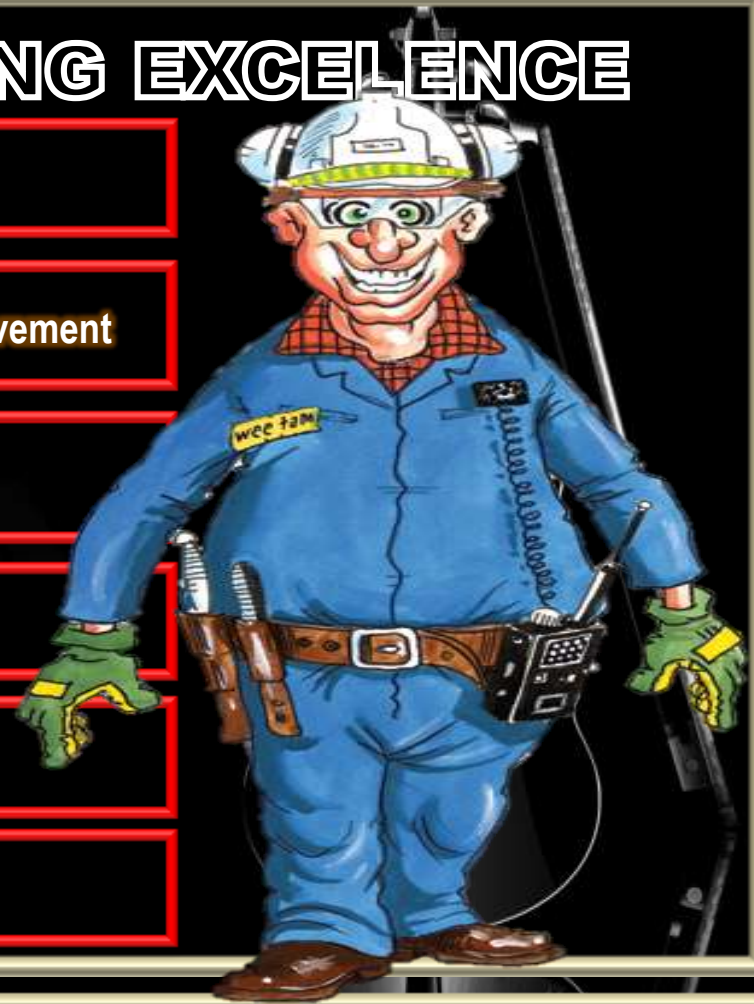
**KEY WORDS**  
Understanding Your  
Organization Culture  
Before Made Any Changes

# HOW TO BECOME CHANGING AGENT



# 6 CRITERIA FOR CHANGING EXCELLENCE

- 1 Upper **MANAGEMENT** Support
- 2 Active **MIDDLE MANAGEMENT** Involvement
- 3 Forced **SUPERVISORY** Performance
- 4 High Level of **EMPLOYEE** Involvement
- 5 Program **FLEXIBILITY**
- 6 Positive **PERCEPTION** Among Employees



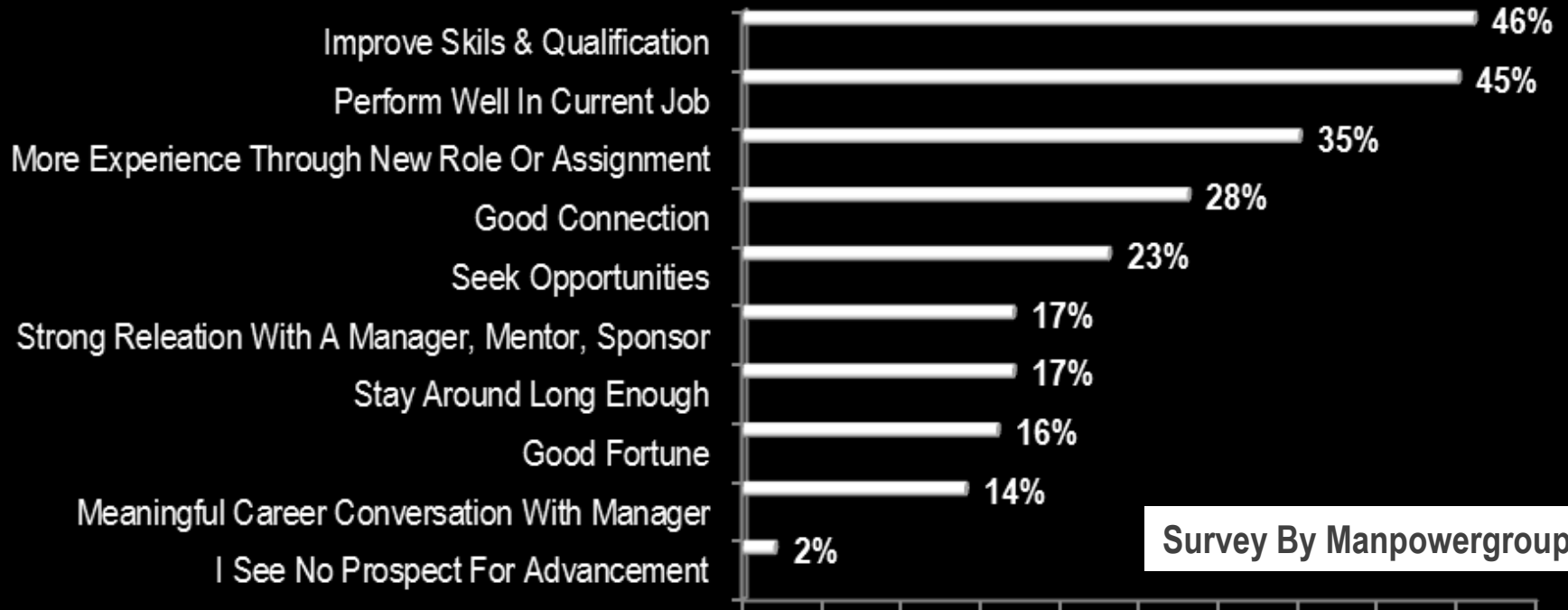
# HOW TO GET MANAGEMENT TRUST

**“TECHNICAL  
SKILLS** May Get You The  
Job But, **SOFT SKILL**  
Can Make You Or Break You As  
A **MANAGER /  
POLICY MAKER”**

mzr



## WHAT DOES IT TAKE TO REACH THE NEXT JOB LEVEL?



**SUCCESS** Depends More On Having The **RIGHT SKILLS** Than The **RIGHT CONNECTIONS**

# TEAM DEVELOPMENT MODEL

**TOGETHER EVERYONE ACHIEVES MORE**

## Forming

Team acquaints and establishes ground rules. Formalities are preserved and members are treated as strangers.



## Storming

Members start to communicate their feelings but still view themselves as individuals rather than part of the team. They resist control by group leaders and show hostility.



## Norming

People feel part of the team and realize that they can achieve work if they accept other viewpoints.



## Performing

The team works in an open and trusting atmosphere where flexibility is the key and hierarchy is of little importance.



## Adjourning

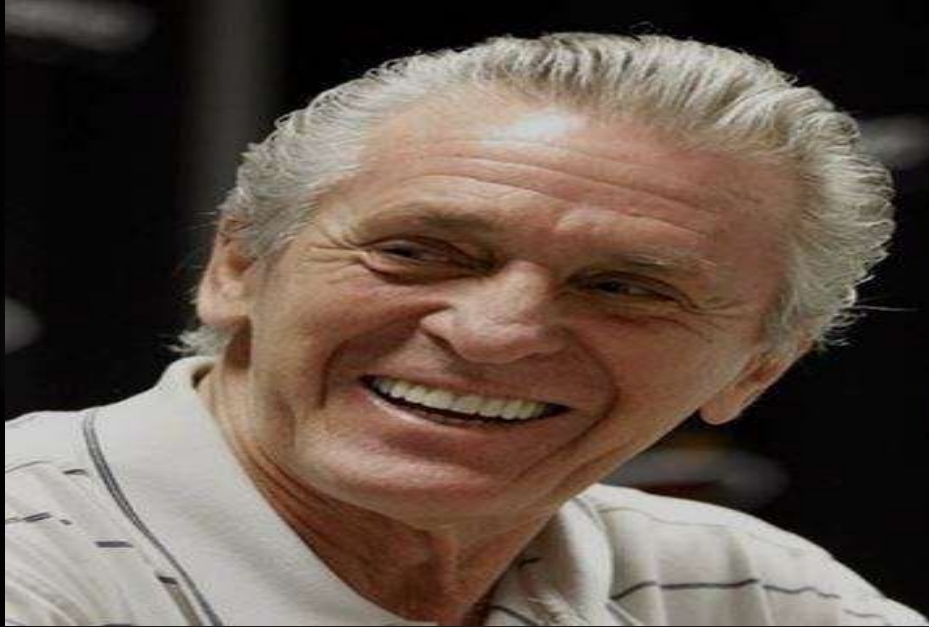
The team conducts an assessment of the year and implements a plan for transitioning roles and recognizing members' contributions.



**STAGE OF TEAM DEVELOPMENT MODEL**  
**"BRUCE TUCKMAN (1965)"**



# POSITIVE ATTITUDE



**“ If you have a positive attitude and constantly strive to give your best effort, eventually you will overcome your immediate problems and find you are ready for greater challenges.”**

**- Pat Riley** 

PATRICK JAMES "PAT" RILEY IS AN AMERICAN PROFESSIONAL BASKETBALL EXECUTIVE, AND A FORMER COACH AND PLAYER IN THE NATIONAL BASKETBALL ASSOCIATION



**“ Being in control of your life and having realistic expectations about your day-to-day challenges are the keys to stress management, which is perhaps the most important ingredient to living a happy, healthy and rewarding life ” – Marily Henner**

MARY LUCY DENISE "MARILU" HENNER (BORN APRIL 6, 1952) IS AN AMERICAN ACTRESS, PRODUCER AND AUTHOR

# WORK SMART

IS NOT HOW HARD YOU WORK BUT HOW MUCH YOU GET DONE

TO BE  
SUCCESSFUL, THE  
FIRST THING TO  
DO IS TO FALL IN  
LOVE WITH  
YOUR WORK.

Sister Mary Lauretta

ORANG YANG BERJAYA  
MEMBERI  
USAHA

ORANG YANG GAGAL  
MEMBERI  
ALASAN

-IRFAN KHAIRI



[www.fb.com/irfankhairi.fb](http://www.fb.com/irfankhairi.fb)



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TOWARDS SAFE WORKING CULTURE AT CONSTRUCTION SITE



# TODAY QUOTES

“ **THE DIFFERENCE** between  
a successful person and others  
is not a **LACK** of **STRENGTH**  
not a lack of **KNOWLEDGE**  
but rather a lack in **WILL** ”

- Vince Lombardi -

@AndySukmaLubis | [www.AndySukma.com](http://www.AndySukma.com)



Photo by Greg S. Fields

# SECRETE OF SUCCESS.....



**DUA**  
THE MOST POWERFUL  
**WEAPON**  
OF A BELIEVER

**Ya Allah!**

Dan Tuhan kamu berfirman: "Berdoalah kamu kepadaKu nescaya Aku perkenankan doa permohonan kamu..."

(Surah Ghaafir 40:60)



“**Allah swt**  
**LISTENS & already**  
**KNOWS**  
what is in your heart  
but HE wants you  
to **ASK Him**  
for what you want”

# CONCLUSION.....

**A SAFETY CULTURE** Is The  
**COST OF DOING BUSINESS**  
Essential For Maintaining The **WELFARE**  
**OF WORKERS, AVOIDING**  
**COMPLIANCE PENALTIES**  
And **CONTROLLING**  
**INSURANCE COSTS**

But Often Not  
**A STRATEGIC PRIORITY**

NO ONE CAN CHANGE  
A PERSON BUT  
SOMEONE CAN BE A  
REASON FOR A  
PERSON TO CHANGE



Let's do it together!

## BE "OSH" CHANGING AGENT

PEOPLE CHANGE FOR TWO MAIN REASONS

THEIR MINDS HAVE OPEN  
OR THEIR HEARTS  
HAVE BEEN BROKEN



*Quran 4:79:* What comes to you of good is from Allah, but what comes to you of evil, [O man], is from yourself. And We have sent you, [O Muhammad], to the people as a messenger, and sufficient is Allah as Witness.

[www.dailyquran.tumblr.com](http://www.dailyquran.tumblr.com)



THANK YOU!!

**Nama :**

**HJ MOHD ZAHRUDDIN BIN HJ RUSKAM**

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**HP 019 – 7736353 / 012 – 7233543**

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