

Implementation of Occupational Health and Safety Management System (SMK3) at PT. Kebunan Nusantara IV Bah Jambi

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ABSTRACT

Occupational Health and Safety is an important matter that must be seriously considered in construction work to minimize the potential for work accidents, material and moral losses which will later be used to support effective and efficient performance improvements. PTPN VI has buildings with various forms and different functions and very busy work activities, so it is very important to take into account preparedness in dealing with emergencies so that excessive panic, losses and even fatalities do not occur. In the production environment, work accidents still occur on a moderate to severe scale. The purpose of this study is to find out how the implementation of the Occupational Health and Safety Management System (SMK3) is described. Data collection for this study was carried out through observation of the field and work environment as well as distributing questionnaires to respondents. The results of the study show that all procedures in dealing with emergencies have been complied with and carried out by the management of the Occupational Health and Safety Advisory Committee (P2K3) in accordance with the provisions stipulated by Government Regulation Number 50 of 2012 concerning Implementation of the Occupational Safety and Health Management System (SMK3).

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INTRODUCTION

The development of high-rise buildings in Indonesia is increasing, including educational institutions, industrial factories, shopping centers, and other buildings. In this case, it can affect the high risk of work accidents or hazards that will occur if handling the risk of work accidents or the danger of not shopping and other buildings. In this case, it can affect the high risk of work accidents or hazards that will occur if the handling of the risk of work accidents or hazards is not taken into account, both when construction work is underway and when the building is already operating.

By Government Regulation Number 50 of 2012 concerning the Implementation of an Occupational Health and Safety Management System, companies need to have procedures for handling disaster emergencies tested to determine reliability when they occur, Therefore, all buildings require planning and preparation to deal with emergencies based on an assessment of the associated hazard risk. Precautions are enough, but the possibility of an emergency cannot be completely ruled out or ignored. Emergencies that occur in a building will pose risks such as casualties or material losses, even though the building already has a sophisticated

technology system, it is necessary to develop the ability to deal with emergencies, ranging from training preparation and countermeasures to preventing the occurrence or recurrence of emergencies.

Prevention in this case is the entire implementation of the SMK3 program starting from the national level, companies to the individual level. The management system in the management of occupational health and safety risks includes organizational structure, planning activities, implementation procedures, processes, and resources for the development implementation, and review of safety policies. The purpose of SMK3 is to prevent work accidents to achieve zero accidents. Therefore, the effectiveness of occupational safety and health in a structured, planned, and integrated manner, is necessary to create a safe, comfortable, and efficient work environment to increase work productivity. (Tenriola et al. n.d.)

The ultimate goal of health and safety management requires the involvement of all employees involved in the prevention of occupational accidents and the creation of a safe and comfortable work environment. With employee knowledge of K3, the risk of work accidents will be smaller. The basic cause of work accidents starts from K3 management which does not run perfectly to implement Occupational Health and Safety (K3). The increase in cases of work accidents can lead to losses, and can increase potential hazards in the production process, so good management is needed thoroughly and integrated in company management. (Uhrenholdt et al. 2020)

Effective K3 management in a corporate organization can help boost worker morale and enable them to have confidence in the management of the organization. The K3 Control System aims to prevent, reduce, and even minimize the risk of work accidents (zero accidents). The application of this concept aims as a form of long-term investment that provides benefits to the company in the future. Things that need to be done to prevent the onset of a work accident need to be done as early as possible such as:

- Conduct training for workers according to their expertise
- Identify each type of work that is at risk and group it according to its level of risk.
- Supervise more intensively all processes of work implementation.
- Provide personal protective equipment for the duration of the work

The incidence of work accidents and natural disasters almost always increases either directly or indirectly every year which causes many adverse effects on workers and companies, therefore every company is required to plan, implement, and manage emergency response programs as a good and planned system. In line with the above, planning, implementation and management are very important because they will provide guarantees both to workers and the company for the future development of the company even though it requires a lot of money. (Smk and Pt 2017)

Emergency response is an important element in the implementation of SMK3 which aims to avoid accidents and unwanted things, however, if there is a failure that results in an accident, the level of consequences or severity caused can be reduced as little as possible. Procedures that must be considered in emergency recovery include having an emergency drafting team, identifying resources on-site, conducting assessments and strategies for potential impacts, providing telephone or contact number information, conducting routine inspections, determining emergency recovery control centers, backing up data or files in computer systems, checking the condition of equipment for environmental protection and making copies and disaster spread. (Work et al. 2022a)

Based on information obtained when conducting initial interviews with several PTPN VI employees in the production environment, there are still work accidents on a medium to severe scale due to the lack of implementation of SMK3, and workers also often ignore the equipment used for work safety because of the great potential that will occur in this part of the production, namely fire, with this can cause casualties and create panic to employees who other. Therefore, this matter must be paid more attention to by PTPN VI. Based on this, it is necessary to analyze the application of SMK3 in the PTPN VI corporate environment which aims to minimize work accidents (zero accidents) and reduce excessive panic when emergencies occur while working. (Work et al. 2022b)

RESEARCH METHODOLOGY

The type of research used is descriptive research, to provide an overview of the variables studied. Descriptive research is research that is not intended to test a particular hypothesis but only describes what it is about a variable, symptom, or state under study. The research focused on occupational safety based on the occupational Health and Safety Management System. PTPN IV Kebun Bah Jambi is one of 29 oil palm plantations managed by PTPN IV, administratively located in 2 sub-districts, namely Jawa Maraja Bah Jambi District and Tanah Java District, Simalungun Regency, North Sumatra Province, with oil palm crop commodities. The area of Right to Use (HGU) is 7,574.63 hectares which is divided into 9 afdeling, namely

Yielding Plants covering an area of 4,103 hectares, Immature Plants covering an area of 2,028 hectares, and Replanting covering an area of 491 hectares and other areas of 952.63 hectares

A sample is part of the characteristics possessed by a population, whereas a population is a collection of objects, subjects, or events that have the same characteristics. Sample Data collection is done by direct observation and distributing questionnaires. The questionnaire is a series of written statements to respondents with the aim that respondents can provide answers that are by the reality experienced in the field related to facing emergencies to observe the readiness of SMK3 management to face emergencies in the PTPN IV production building.

RESULTS AND DISCUSSION

Emergencies are conditions caused by human actions, objects or disasters that can cause a lot of losses, to minimize this event requires a plan called emergency response. Plans or procedures in emergency preparedness need to be disseminated and disseminated to all workers in PTPN IV, especially the production unit. Based on the results of observations made directly to the field regarding the readiness of K3 Management regarding emergency response preparedness in production units. (National 2016)

To implement SMK3 effectively, plantation companies need to identify hazards and assess risks to work activities and work environments, as well as develop appropriate strategies to prevent accidents and occupational diseases. In addition, companies need to evaluate the implementation of SMK3 periodically to ensure its effectiveness in reducing risks and improving employee occupational safety and health. Companies also need to provide education and training to employees on the importance of SMK3 and the use of appropriate personal protective equipment (PPE) to reduce the risk of exposure to hazardous materials. In addition, companies also need to pay attention to regulations and guidelines related to work safety and pesticide use, such as technical instructions for the fertilizer and pesticide supervision commission

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- Conduct surveys and observations of work activities and work environments to identify possible hazards
- Conduct a risk analysis to assess the level of risk that may occur due to the identified hazards
- Develop strategies to reduce risk and prevent occupational accidents and diseases
- Conduct periodic evaluations of hazard identification and strategies that have been developed to ensure their effectiveness in reducing risks and improving employee occupational safety and health

To improve employee occupational safety and health, plantation companies also need to provide education and training to employees on the importance of SMK3 and the use of appropriate personal protective equipment (PPE) to reduce the risk of exposure to hazardous materials. In addition, companies also need to pay attention to regulations and guidelines related to work safety and pesticide use, such as technical instructions for the Fertilizer and pesticide supervision commission.

Here are some of the actions taken by PT. Nusantara IV Bah Jambi plantation to control workplace hazards based on search results:

- Conduct a factor analysis of the causes of work accidents in oil palm harvesters to identify possible hazards
- Implement occupational safety programs, such as work procedures, risk management, and exposure control, to reduce the risk of work accidents
- Provide training and education to employees on work safety and the use of appropriate personal protective equipment (PPE) to reduce the risk of exposure to hazardous materials
- Conduct periodic evaluations of hazard identification and strategies that have been developed to ensure their effectiveness in reducing risks and improving employee occupational safety and health
- Pay attention to regulations and guidelines related to occupational safety and pesticide use, such as technical instructions for the fertilizer and pesticide supervision commission

To improve employee occupational safety and health, plantation companies need to continue to pay attention to and control workplace hazards and provide education and training to employees on the importance

of SMK3 and the use of appropriate personal protective equipment (PPE) to reduce the risk of exposure to hazardous materials.

CONCLUSION

Something that is done in an orderly and well-planned manner will cause a feeling of security so that in the event of an emergency, it can do many things that can be saved, both yourself and the property around. From the results of the study, it can be concluded that as many as 80.41% of workers have implemented this behavior which is the application of this treatment by Government Decree Number 50 of 2012.

To improve employee occupational safety and health, plantation companies need to continue to pay attention to and control workplace hazards and provide education and training to employees on the importance of SMK3 and the use of appropriate personal protective equipment (PPE) to reduce the risk of exposure to hazardous materials.

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