

Overview of Occupational Health Services in Malaysia

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Outline of Presentation

- What is Occupational Health (OH)?
- Relationship between Work & Health
- OH Resource Persons
- OH Management System
- OSH Legislation in Malaysia
- Challenges/Issues



What is Occupational Health?



"The promotion and maintenance of the highest degree of physical, mental and social well being of workers in all occupations"

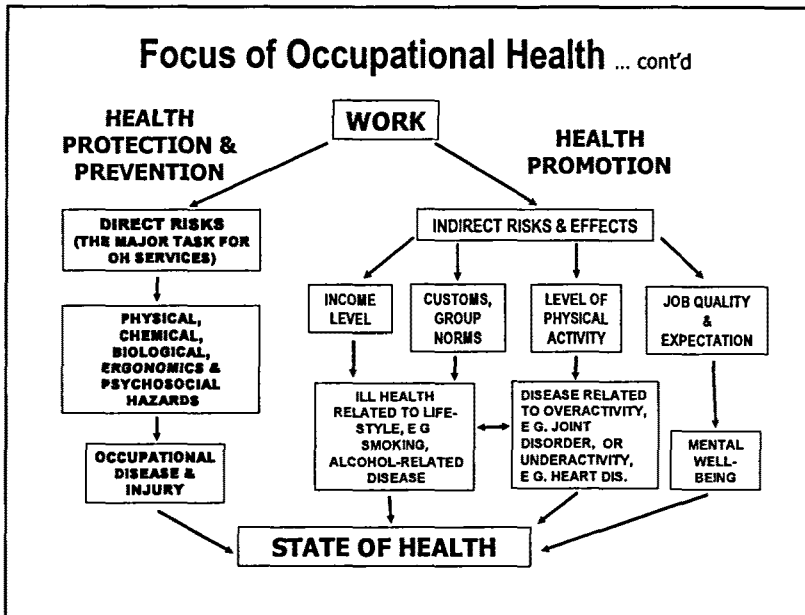
"The adaptation of work to man and each man to his job"

-- First joint ILO/WHO Committee on Occupational Health

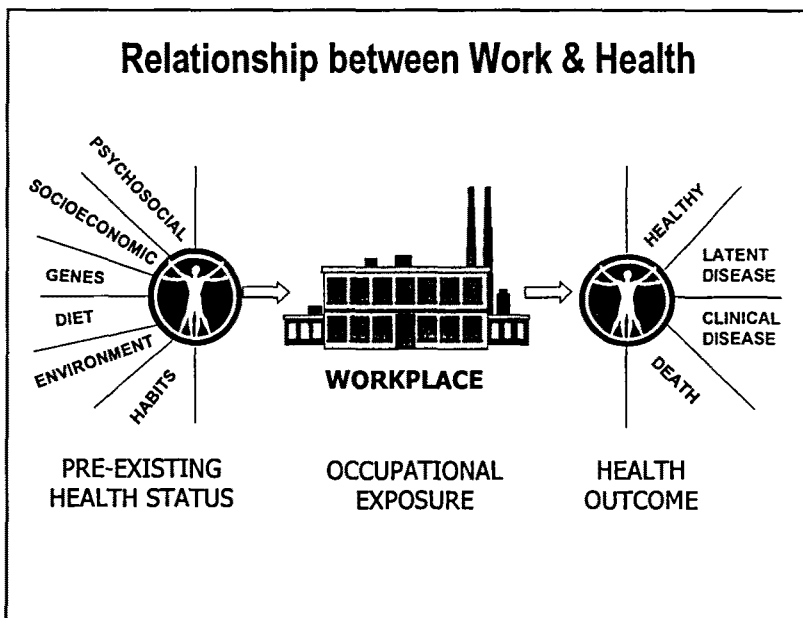
Focus of Occupational Health

- **Health Promotion** and **maintenance** of the highest degree of physical, mental and social well being of all workers
- **Prevention** of adverse health effects due to work
- **Improving work and working environment** to become conducive to health and safety of workers

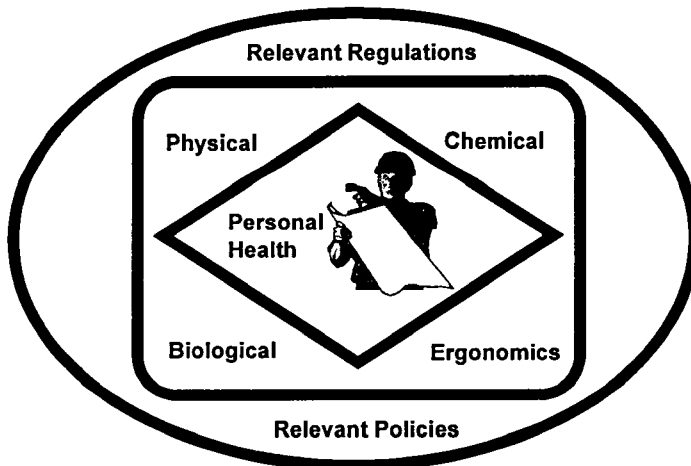
Focus of Occupational Health ... cont'd



Relationship between Work & Health



Worker & Influences around him



Factors affecting Worker's Health

| Physical | Chemical | Biological | Ergonomics | Psycho-social |
|------------------------|----------|------------|---------------------------|------------------|
| Noise | Liquids | Insects | Posture | Worry |
| Vibration | Dusts | Mites | Movement | Work pressure |
| Ionising radiation | Fumes | Moulds | Repetitive actions | Monotony |
| Non-ionising radiation | Fibres | Yeasts | illumination & visibility | Unsociable hours |
| Heat & cold | Mists | Fungi | | |
| Electricity | Gases | Bacteria | | |
| Extreme of temperature | Vapours | Viruses | | |

Occupational Health Program

An OH program encompasses a broad range of services which can be provided in a number of ways according to the needs of the organization, employer's expectations, availability of professional staff, and staff's level of expertise in OH.

Rationale for providing OH Services

- The role & goal of a comprehensive OH services is to ensure that the ...
 - workforce is medically fit, and available for work
 - workforce is conserved through evaluation, protection, prevention, promotion, and restoration of worker health
 - collaboration with other OH and Safety Management teams is in place to ensure the workforce is medically capable of working & being productive

Occupational Health Services

- Health promotion
- Workplace environmental monitoring
- Control of health hazards
- Fitness for work assessment
- Employees medical surveillance
- Adapting work & working environment to the worker
- General medical treatment service
- Provision of first aid and medical emergency
- Data collection & analysis
- ... and many more ...

OH Resource Persons

| RESOURCE PERSON | RESPONSIBILITIES |
|---------------------------------|---|
| INDUSTRIAL HYGIENIST | ⇒ Conduct work environment monitoring, auditing |
| HYGIENE TECHNICIAN | ⇒ Conduct routine personal exposure monitoring |
| CHEMICAL HR ASSESSOR | ⇒ Perform risk assessment |
| OH DOCTOR/NURSE | ⇒ Conduct medical surveillance |
| FIRST RESPONDER LIFE SUPPORT | ⇒ Provide First Aid treatment |

Healthcare Professional vs Industrial Hygienist

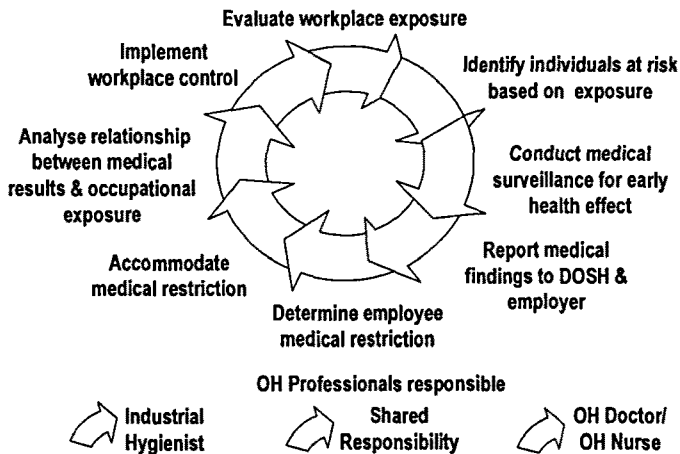
Healthcare Professional

- Perform medical screening to detect early symptoms
- Analyze medical data to identify & communicate trends & worker group
- Determine medical restriction
- Advise on return-to-work accommodations
- Develop and implement wellness & health promotion activities

Industrial hygienist

- Characterize employee exposures to hazardous agents - Chemical Health Risk Assessment (CHRA)
- Identify employees to be offered medical evaluations when exposure exceeds trigger level
- Aid worker for prompt return-to-work

Responsibilities of OH Personnel



OH Personnel: Definition

- **Medical Practitioner:** A person registered under the Medical Act 1971 and possessed a current Annual Practising Certificate from the Malaysian Medical Council
- **Occupational Health Doctor:** A medical practitioner who is registered with the Director General of DOSH to conduct medical surveillance program of employees
- **Occupational Health Nurse:** A practicing nurse or medical assistant who is registered with the DG DOSH to provide OH services in the workplace

Roles of OH Doctor

- Conduct medical surveillance
- Evaluate work-related disease
- Notify any occupational diseases & poisoning
- Visit the work site periodically to perform clinical services and familiarize with normal operations
- Conduct workplace inspection & audit
- Conduct medical examination
- Perform biological monitoring
- Perform disability assessment
- Perform return to work assessment

Roles of OH Doctor ... cont'd

- Establish health-related policies
- Plan & implement OH Programs
- Participate in the Health & Safety Committee
- Participate in education program/OH training
- Participate in health promotion
- Advise management on health legislation/ compliance and OH-related issues
- Provide counseling services
- Maintain medical record and perform relevant data analysis
- ... and many more ...

Roles of OH Nurse

Scope of Work & Activities

- Professional role
- Nurse practitioner's role
- Health educator & promoter's role
- Health unit managerial role

Roles of OH Nurse ... cont'd

- Focus on prevention, recognition, treatment and rehabilitation
- Administer the health unit
- Perform health assessment
- Conduct medical surveillance
- Identify hazards by conducting facility assessment
- Provide crisis intervention & appropriate referral to company doctor, employee assistance program or community services
- Provide referral services to outside specialists, community resources or agencies
- Develop/Implement special health programs

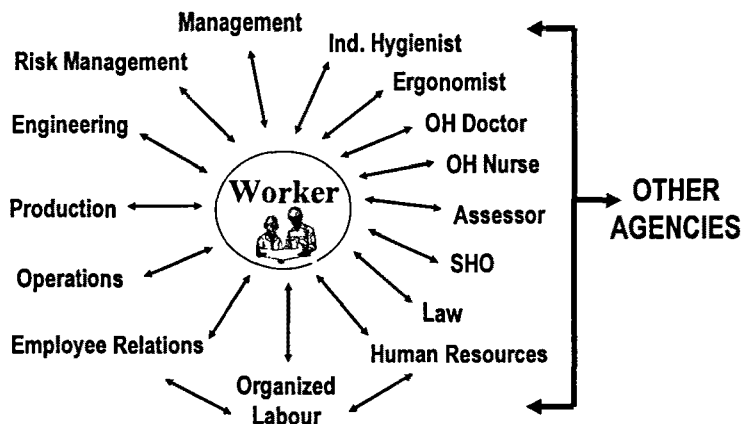
Roles of OH Nurse ... cont'd

- Provide worker's compensation and non-occupational disability medical case management, facilitate early return to work of injured or ill employees
- Direct/Administer regulatory compliance requirements set forth by DOSH & other agencies, including record keeping, documentation of injuries/illnesses, medical surveillance & hazard communication
- Act as liaison among the worker, company, outside community, and professional resources, facilitating lines of communication and professional cooperation
- ... and many more ...

Integrated Approach in OH Management



Integrated Approach in OH Management

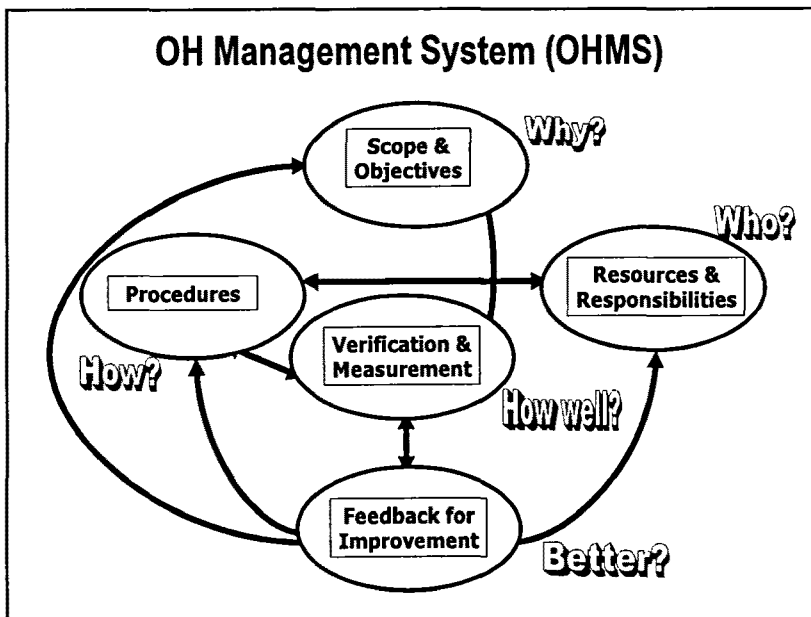
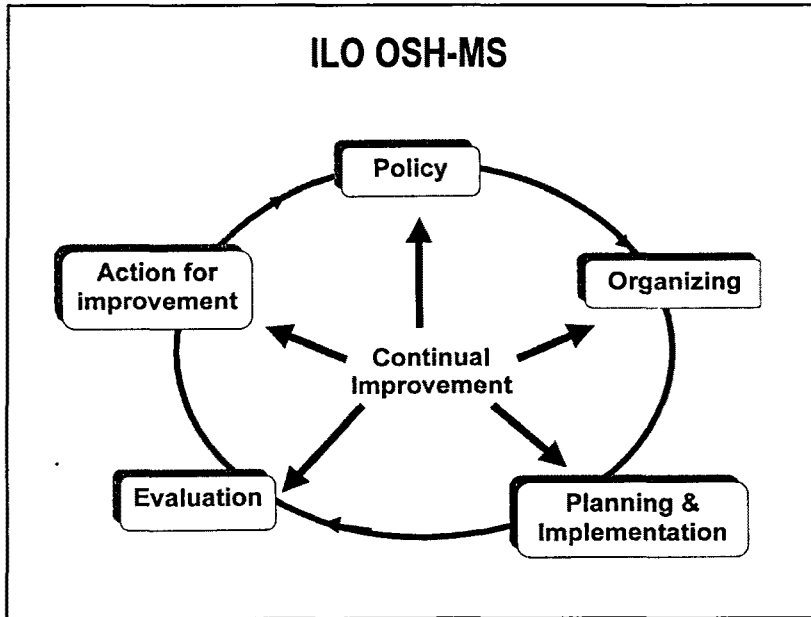


Other Agencies

- **Government institutions**
 - Ministry of Health: Worker & Environ. Health Unit
 - Ministry of Human Resources: DOSH, NIOSH, SOCSO
 - Ministry of Science, Technology & Env.: DOE
 - Local universities: UKM, USM, UM, UPM
- **NGO**
 - SOEM-MMA (Society of Occup. & Environ. Medicine, Malaysian Medical Association)
 - MASHO (Malaysian Association of SHO)
 - MOHNA (Malaysian OH Nurse Association)
 - MSOSH (Malaysian Society of OSH)
 - MIHA (Malaysian IH Association)

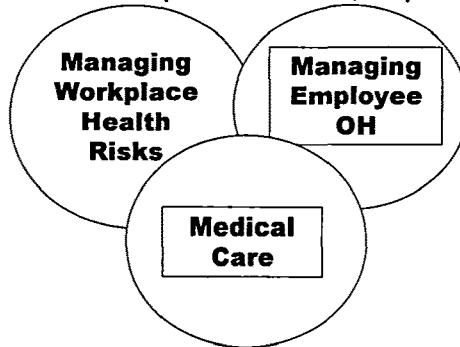
Other Agencies - Roles

- Training
- Information dissemination, database management
- Consultancy services, referral centre
- Research, specific investigation, data analysis
- Promotion
- Disability assessment, compensation, rehabilitation (SOCSO)



OHMS: Scope and Objectives

- Protect the health of employees, contractors, and the public from adverse health effects that may result from operations and/or products

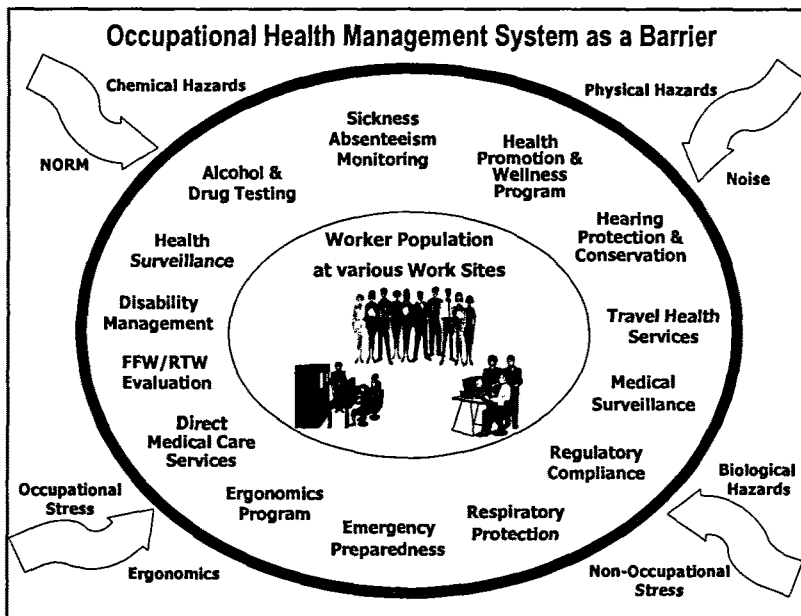


OHMS: Procedures - Managing OH Risks

- Identify/Document hazards
 - Prepare site hazard inventory
 - Update inventory when changes occur
- Perform health risk assessments
 - Conduct site health risk assessments
 - Address OH aspects when designing facilities, performing risk assessments, managing change, performing work, etc
- Implement control measures/program
 - Eliminate hazards
 - Engineering controls
 - Incorporate work practices/procedures
 - Utilise protective equipment
 - Handle, label, and store materials appropriately
- Communicate/Train workers
 - Hazard education
 - Results of assessments/monitoring
 - MSDS
 - Protective controls

OHMS: Procedures - Managing Employee's Health

- Safeguard Employee's Health
 - Identify fitness to work requirements/
conduct examinations
 - Provide health assessments for
potentially exposed workers
 - Provide clinical management of OH
illnesses/injuries
 - Communicate/document results



OSH Legislation in Malaysia

Factories & Machinery Act 1967 \Rightarrow OSH Act 1994

Problems with FMA

- Too fragmented
- Too prescriptive
- Poor coverage
- Great reliance on inspection by Govt. Agencies
- Onus of proof on the authorities
- Workplace accident continued to increase

Legislation Philosophy Change

FMA 1967

- Prescriptive
- Limited scope
- Government dependent



OSHA 1994

- Self regulation
- Involves workers cooperation & consultation
- Covers all industry except Armed Forces and Marine



OSH Legislation in Malaysia ... Cont'd

Objects of OSHA 1994

- To secure the Safety, Health & Welfare of persons at work against risks arising out of work
- To protect persons at places of work other than persons at work
- To promote an occupational environment which is conducive to the physiological & psychological requirement of persons at work

(7 Regulations, 3 Codes of Practice, 29 Guidelines)

FMA 1967 - Regulations

- Safety, Health and Welfare Regulations, 1970
- Lead Regulations, 1984
- Asbestos Process Regulations, 1986
- Noise Regulations, 1989
- Mineral Dust Regulations, 1989

OSHA 1994 - Regulations

- Employers' Safety & Health Policy Statements Regulations, 1995
- Control of Industrial Major Hazards Regulations, 1996
- Safety & Health Committee Regulations, 1996
- Classification, Packaging & Labeling Hazardous Chemical Regulation, 1997
- Safety & Health Officer Regulations, 1997

OSHA 1994 - Regulations ... Cont'd

- Use and Standards of Exposure of Chemicals Hazardous to Health Regulations, 2000
- Notification of Accident, Dangerous Occurrence, Occupational Poisoning & Occupational Disease Regulations, 2004
- Indoor Air Quality Regulations, 2005 (Draft)

Local Legislation ... cont'd

- **COMPETENT PERSONS**
 - Safety & Health Officer
 - Noise Competent Person
 - Chemical Health Risk Assessor
 - Hygiene Technician
 - Occupational Health Doctor
 - Occupational Health Nurse

Local Legislation - OSHA 1994

K. G. Rampal, 2004 Study;

- Out of 2700+ employees, only 60% of them know about OSHA
- Out of 435 employers, 97% of them know about OSHA

Challenges/Issues

Why industrial accidents & occupational diseases continue to increase?

- Rapid industrialization, transfer-in of hazardous industry, young inexperienced workers
- Mega projects, tight deadlines
- Round the clock operation, shiftwork
- Rural-urban migration & migrant labour
- Poor workplace OSH practices, lack of HSE culture
- Too few OH-trained/competent persons
- Increased reporting for social security claims

Challenges/Issues ... Cont'd

- Ensuring compliance & effective enforcement
- Difficulty with SMI: cost vs responsibilities
- Prompt/Early reporting, good record keeping
- Multifactorial causation, subtle presentation
- Psychosocial: stress & violence at the workplace
- Compensation vs Rehabilitation
- Continuing environmental/ecosystem degradation
- Emerging issues: globalisation, long working hours, work-life balance, ergonomics, travel health - infectious diseases

What's Next??

- Enhanced public awareness on OSH & Environment
- OSH Awareness/education at young/schooling age
- Behavioural change towards OSH & Environment
- OH Services Guidelines - multi-stakeholders involvement
- OH Management System - more widespread acceptance
- Training - Universities, NIOSH, MOH, MSOSH, SOEM
- Law enforcement - DOSH, DOE
- Emphasis on rehabilitation & early return to work