



KEMENTERIAN SUMBER MANUSIA



NATIONAL INSTITUTE OF OCCUPATIONAL SAFETY AND HEALTH (NIOSH)
Institut Keselamatan dan Kesihatan Pekerjaan Negara

2023

LAPORAN TAHUNAN
ANNUAL REPORT



Rasional Muka Depan

Cover Rationale

"Resurgence: NIOSH's Journey to ESG Excellence"

Di sebalik cabaran pasca-pandemik, Institut Keselamatan dan Kesihatan Pekerjaan Negara (NIOSH) muncul sebagai simbol ketahanan dan kelestarian tatkala ia terus memainkan peranan pentingnya dalam memberikan perkhidmatan berkaitan keselamatan dan kesihatan pekerjaan (KKP). Muka depan dan konsep Laporan Tahunan 2023 (AR 2023) mencerminkan kesungguhan NIOSH untuk memberikan tumpuan terhadap kepentingan Alam Sekitar, Sosial dan Tadbir Urus (ESG) selepas kembali pulih daripada kesan pandemik.

Imej yang dipilih menggambarkan harapan dan keazaman, lantas mencerminkan komitmen NIOSH terhadap amalan lestari sambil berusaha untuk mencapai sasarannya dalam menyediakan latihan, khidmat rundingan dan perkhidmatan berkaitan KKP yang lain. Berpaksikan tunggak-tunggak ESG, konsep AR 2023 mempamerkan dedikasi NIOSH terhadap pemuliharaan alam sekitar, tanggungjawab sosial dan tadbir urus yang telus.

NIOSH berazam menjadi peneraju perkhidmatan dan pembangunan KKP secara lestari dan konsep yang dibawa oleh AR 2023 menjadi inspirasi kepada kerjasama untuk masa depan yang berdaya tahan dan makmur. Ia turut mencerminkan komitmen teguh NIOSH terhadap kepentingan ESG dan peranannya dalam membentuk masa depan Malaysia yang gemilang.



Amidst post-pandemic challenges, the National Institute of Occupational Safety and Health (NIOSH) emerges as a symbol of resilience and sustainability, while continuing its vital role in providing occupational safety and health (OSH)-related services. The cover and concept of the Annual Report 2023 (AR 2023) signifies NIOSH's transition towards Environmental, Social and Governance (ESG) excellence following its recovery.

The chosen imagery embodies hope and determination, reflecting NIOSH's dedication to sustainable practices alongside its core mission of providing OSH training, consultation and other related services. Through prominent ESG pillars, the cover communicates the institute's commitment to environmental stewardship, social responsibility and transparent governance.

Positioning NIOSH as a leader in sustainable OSH services and development, the AR 2023 cover inspires collaborative efforts for a resilient and prosperous future. It underscores NIOSH's unwavering commitment to ESG excellence and its pivotal role in shaping Malaysia's excellent trajectory forward.



Komitmen negara terhadap kebajikan pekerja jelas terbukti melalui penguatkuasaan Akta Keselamatan dan Kesihatan Pekerjaan 1994, yang dipantau pematuhannya oleh Jabatan Keselamatan dan Kesihatan Pekerjaan. Penubuhan Institut Keselamatan dan Kesihatan Pekerjaan Negara (NIOSH) melengkapkan usaha kerajaan meningkatkan tahap keselamatan dan kesihatan pekerjaan (KKP) melalui penyediaan latihan dan perkhidmatan berkaitan KKP.

Seiring dengan wawasan Malaysia untuk menjadi negara maju dan berpendapatan tinggi, NIOSH terus komited membantu negara menghadapi cabaran KKP yang kian meningkat akibat perubahan teknologi dalam era digitalisasi. Bagi memenuhi kehendak pelanggan terutamanya rakan industri, NIOSH turut berazam menyediakan penyelesaian KKP secara holistik agar jumlah kemalangan dan penyakit di tempat kerja dapat dikurangkan seperti yang disasarkan di bawah Pelan Induk Keselamatan dan Kesihatan Pekerjaan 2021-2025.

Our nation's commitment to the welfare of workers is clearly evident with the enforcement of the Occupational Safety and Health Act 1994, which is being enforced by the Department of Occupational Safety and Health. The establishment of the National Institute of Occupational Safety and Health (NIOSH) helps complement the efforts to improve the occupational safety and health (OSH) standard through training programmes and services that are related to OSH.

As Malaysia moves towards becoming a developed and high-income nation, NIOSH remains committed to assisting the country in facing the increasing challenges of OSH due to technological changes in the digital era. To meet the demands of customers, especially industry partners, NIOSH is determined to provide holistic OSH solutions in order to reduce the number of workplace accidents and illnesses as targeted under the Occupational Safety and Health Master Plan 2021-2025.

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Hak cipta terpelihara. Tidak dibenarkan mengeluarkan ulang mana-mana bahagian teks, ilustrasi dan isi kandungan buku ini dalam apa jua bentuk dan dengan apa jua cara, sama ada secara elektronik, fotokopi, mekanik, rakaman atau cara lain kecuali dengan keizinan bertulis daripada Institut Keselamatan dan Kesihatan Pekerjaan Negara (IKKPN).

PENCAPAIAN NIOSH 2023

NIOSH ACHIEVEMENT 2023



Program Latihan / Training Programmes:

11,449

Modul latihan baru /
New training modules:



7



Peserta program / Candidates:

217,484

Khidmat rundingan /
Consultation services:



1,086

Seminar / Seminar:



63

Sesi / Sessions

Tenaga Pengajar luar /
External Trainers:



404

Orang / Persons



Calon peperiksaan /
Examination candidates:

68,776

Orang / Persons

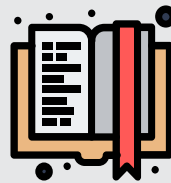
Koordinator bersekutu /
Associate coordinator:



91

Orang / Persons

Peperiksaan/
Examination:



4,098

Program / Programs

Bahan terbitan /
Publication material:



89

Penerbitan / Published:



Tenaga Pengajar Dalam /
Internal Trainers:

163

Orang / Persons

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VISI VISION

Menjadi pusat kecemerlangan Keselamatan dan Kesihatan Pekerja terunggul di Malaysia.

To be the leading centre of excellence in Occupational Safety and Health in Malaysia.



MISI MISSION

Menyediakan penyelesaian yang praktikal dalam bidang Keselamatan dan Kesihatan Pekerja.

To provide practical solutions in the field of Occupational Safety and Health.





NILAI-NILAI KORPORAT CORPORATE VALUES

01 Komitmen *Commitment*

Semua kakitangan NIOSH perlu berdedikasi dan komited dalam menyumbang tenaga pada tahap maksimum.

All staff at NIOSH are required to be dedicated employees committed to contribute at maximum capacity.

02 Telus *Transparency*

Prosedur dan sistem berkaitan kerja mestilah telus supaya kepentingan peribadi dapat dihapuskan.

Transparency in work procedures and systems must be observed to eliminate personal vested interests.

03 Kerja Berpasukan *Teamwork*

Semua kakitangan mesti menunjukkan komitmen yang tinggi bagi memastikan objektif kerja berpasukan dicapai.

All staff members must devote high levels of commitment to ensure the objective in any given teamwork is achieved.

04 Jujur *Honesty*

Interaksi mesti bebas dari sikap tidak jujur, berat sebelah dan tipu daya.

Interaction must be free of insincerity, partiality and deceit.

05 Integriti Profesional dan Peribadi *Professional and Personal Integrity*

NIOSH mengharapkan semua kakitangannya mengamalkan prinsip moral yang berpaksikan kejujuran dan kesetiaan dalam pekerjaan dan perkhidmatan demi untuk organisasi.

NIOSH expects its staff to have moral principles of loyalty and honesty in their work and service to the organisation.

06 Kualiti *Quality*

Semua produk dan perkhidmatan yang ditawarkan oleh NIOSH mesti menunjukkan prestasi berkualiti tinggi.

All products and services offered by NIOSH must exude performance of the highest quality.

07 Kepakaran Teknikal *Technical Expertise*

Semua kakitangan NIOSH mesti mempamerkan pengetahuan teknikal yang komprehensif dan mendalam.

All NIOSH staff members must demonstrate comprehensive and in-depth technical knowledge.

08 Kepimpinan *Leadership*

Semua kakitangan mesti melaksanakan kepimpinan yang efektif dan cekap.

All staff members must execute leadership effectively and proficiently.

09 Komunikasi *Communication*

Semua kakitangan mesti sentiasa mengamalkan komunikasi secara efektif.

All staff members must constantly harness effective communication skills.

10 Pembangunan Sumber Manusia *Human Resource Development*

NIOSH mempromosikan pembangunan sumber manusia secara berterusan untuk meningkatkan kemampuan setiap pekerja.

NIOSH continuously promotes human resource development for all employees potential growth and capacity building.



2023

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**PERUTUSAN MENTERI
SUMBER MANUSIA
*MESSAGE FROM THE MINISTER OF
HUMAN RESOURCES***



PERUTUSAN MENTERI SUMBER MANUSIA MESSAGE FROM THE MINISTER OF HUMAN RESOURCES

*Salam Sejahtera dan
Salam Malaysia Madani*

Sebagai pembuka bicara, saya ingin mengucapkan tahniah kepada seluruh warga Institut Keselamatan dan Kesihatan Pekerjaan Negara (NIOSH) kerana berjaya mengekalkan momentum prestasi yang cemerlang sepanjang tahun 2023. Ini termasuk peningkatan bilangan program latihan dan kesedaran dengan jumlah peserta melebihi 200,000 orang.

Kejayaan yang dicapai ini adalah hasil usaha bersama dan komitmen yang kukuh antara tiga (3) pihak atau tripartite yang melibatkan Kerajaan, majikan dan pekerja dalam memperjuangkan keselamatan dan kesihatan pekerjaan, yang bukan hanya memberi impak positif kepada individu, tetapi juga kepada industri dan masyarakat secara keseluruhannya.

Selaras dengan hasrat Kerajaan MADANI, Kementerian Sumber Manusia (KESUMA) berazam untuk terus memperkukuh aspek Keselamatan dan Kesihatan Pekerjaan (KKP) bagi memastikan kebajikan dan kesejahteraan pekerja terbela. Bagi menjayakan hasrat ini, NIOSH telah diberikan tanggungjawab untuk menerajui segala inisiatif dan perancangan yang telah dibuat oleh Kerajaan MADANI, selari dengan usaha meningkatkan perlindungan terhadap pekerja melalui penguatkuasaan Akta Keselamatan dan Kesihatan Pekerjaan (AKKP) (Pindaan) 2022.

As an opening note, I would like to congratulate all of the National Institute of Occupational Safety and Health (NIOSH) staff for maintaining the momentum of outstanding performance throughout 2023. This includes an increase in the number of training and awareness programs with a total number of participants exceeding 200,000 people.

The success achieved is the result of joint efforts and strong commitment between three (3) parties or tripartite involving the government, employers and employees in a quest for a better Occupational Safety and Health standard, which not only has a positive impact on individuals, but also on the industry and society as a whole.

In line with the vision of the MADANI government, the Ministry of Human Resources (KESUMA) is determined to continue to strengthen the standard of Occupational Safety and health (OSH) to ensure the welfare and well-being of workers. To achieve this goal, NIOSH has been given the responsibility to lead all initiatives and plans made by the MADANI Government, in line with efforts to improve the protection of workers through the enforcement of the Occupational Safety and Health Act (OSHA) (Amendment) 2022.

Pihak KESUMA juga akan terus mengemas kini dasar dan program perlindungan pekerja selaras dengan perkembangan semasa, termasuk membuat persediaan menghadapi risiko terkini yang disebabkan perubahan iklim, teknologi, pola ekonomi serta pasaran kerja. Kita perlu sedar bahawa negara akan ketinggalan dalam dunia yang sedang berkembang pesat jika kita memilih untuk kekal selesa di takuk lama.

Sebagai sebuah institusi yang bertanggungjawab menaik taraf KKP negara, saya sentiasa menyokong usaha NIOSH dalam melaksanakan pelbagai program/aktiviti bagi meningkatkan kesedaran majikan dan pekerja untuk menyertai latihan yang ditawarkan serta mendapatkan pelbagai perkhidmatan yang disediakan. Saya juga percaya pengalaman merancakkan semula program latihan dan pelbagai perkhidmatan berkaitan KKP pasca pandemik menjadikan warga NIOSH lebih proaktif dalam memberikan perkhidmatan KKP yang komprehensif melibatkan penggunaan teknologi terkini.

Saya berharap warga NIOSH akan terus melipat gandakan usaha dan memperbaharui tekad perjuangan untuk meningkatkan tahap KKP negara agar limpah manfaatnya akan turut dinikmati oleh masyarakat, selaras dengan hasrat Kerajaan untuk membentuk 'Budaya Kerja Selamat dan Sihat' seperti yang dirancang di bawah Pelan Induk Keselamatan dan Kesihatan Pekerjaan 2021-2025 (OSHMP25).

Sekian, terima kasih.

KESUMA will also continue to update employee protection policies and programs in line with current developments, including preparing for the latest risks caused by climate change, technology, economic patterns and the job market. We need to realize that the country will be left behind in the fast-growing world if we choose to remain at the same spot.

As an institution responsible for upgrading the country'S OSH, I always support NIOSH's efforts in implementing various programs/activities to increase the awareness of employers and employees to participate in the training offered and obtain various services provided. I also believe that the experience of revitalising training programmes and various OSH-related services after the pandemic has made NIOSH team more proactive in providing comprehensive OSH services involving the use of the latest technology.

I hope that the NIOSH team will continue to redouble their efforts and renew their determination to improve the OSH level so that the benefits will also be enjoyed by the community, in line with the government's desire to establish a 'safe and healthy work culture' as planned under the Occupational Safety and Health Master Plan 2021-2025 (OSHMP25).

Thank you.

YB ENCIK STEVEN SIM CHEE KEONG
MENTERI SUMBER MANUSIA
MINISTER OF HUMAN RESOURCES



2023

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**MESEJ PENGARAH
EKSEKUTIF**
*MESSAGE FROM THE EXECUTIVE
DIRECTOR*



MESEJ PENGARAH EKSEKUTIF MESSAGE FROM THE EXECUTIVE DIRECTOR

*Assalamualaikum WBT dan
Selamat Sejahtera*

Pelan pemulihan dan gerak kerja yang teratur membolehkan Institut Keselamatan dan Kesihatan Pekerjaan Negara (NIOSH) mencatatkan prestasi yang memberangsangkan sepanjang tahun 2023 sehingga mampu melepasi sasaran yang ditetapkan.

Keupayaan NIOSH untuk kembali berada dalam keadaan yang berdaya maju seperti sebelum cabaran pandemik COVID-19 adalah hasil wawasan dan kerjasama erat di antara ahli lembaga pengarah, pihak pengurusan dan warga kerja NIOSH. Kerja keras semua pihak serta sokongan yang diberikan oleh pihak Kerajaan melalui Kementerian Sumber Manusia (KESUMA) dan agensi-agensinya turut membantu NIOSH menjayakan misi pemulihan yang dirancang.

Di bawah Jabatan Pendidikan, Latihan dan Pejabat-pejabat Wilayah (ETDRO), sebanyak 11,449 program berjaya dilaksanakan melibatkan 217,484 peserta dan jumlah tersebut melepasi sasaran yang ditetapkan iaitu 9,995 program dan 183,138 peserta. Secara ringkas, jumlah program dan peserta yang direkodkan adalah 115 peratus dan 119 peratus lebih tinggi berbanding sasaran yang ditetapkan untuk tahun 2023.

Steady recovery plan and operations have enabled the National Institute of Occupational Safety and Health (NIOSH) to achieve outstanding performance throughout 2023, surpassing the set targets.

NIOSH's ability to return to a progressive state as before the challenges of the COVID-19 pandemic is the result of insights and close collaboration among the board members, management, and NIOSH employees. The hard work of all parties and the support provided by the Government through the Ministry of Human Resources (KESUMA) and its agencies have also contributed to NIOSH's successful recovery mission.

Under the Department of Education, Training, and Regional Offices (ETDRO), a total of 11,449 programs were successfully implemented involving 217,484 participants, exceeding the set targets of 9,995 programs and 183,138 participants. In summary, the recorded number of programs and participants is 115 percent and 119 percent higher, respectively, than the targets set for 2023.

Jabatan Perundangan, Penyelidikan dan Pembangunan (CRDD) turut merekodkan prestasi yang membanggakan apabila berjaya melaksanakan 91 peratus atau 1,086 projek berbanding 1,200 projek yang disasarkan bagi tahun 2023. Pematuhan Perundangan KKP mencatatkan pencapaian tertinggi iaitu 255% diikuti Penyelesaian KKP dan Khidmat Nasihat KKP. Jumlah penerimaan dan analisa Jumlah Sampel (TS) pula telah mencapai 91% sasaran yang ditetapkan bagi membantu pembangunan semula industri dan negara pasca pandemik.

Tahun 2023 menyaksikan sebanyak 4,098 aktiviti peperiksaan dan penilaian telah dijalankan dengan jumlah calon seramai 68,776 calon. Peperiksaan Penguji Gas Bertauliah Dan Penyelia Kemasukan Bagi Ruang Terkurung (AGTES) mencatatkan jumlah calon paling ramai iaitu seramai 5,796 orang diikuti peperiksaan Penyelia Keselamatan Tapak Bina (SSS) seramai 4,140 orang dan peperiksaan Pegawai Keselamatan dan Kesihatan (SHO) seramai 3,052 calon.

Sekalung penghargaan kepada semua pihak yang membantu NIOSH untuk kembali pulih dan tahniah kepada warga NIOSH yang tidak jemu-jemu menyediakan penyelesaian yang praktikal dalam bidang KKP, termasuk memperkenalkan pelbagai inisiatif baharu untuk para pelanggan.

Semoga kejayaan yang dicapai menjadi perangsang untuk NIOSH terus cemerlang selain memastikan hasrat kerajaan untuk meningkatkan tahap KKP di seluruh negara tercapai, seperti yang dirancang di bawah Pelan Induk Keselamatan dan Kesihatan Pekerjaan 2021-2025 (OSHMP 25).

Sekian, terima kasih.

The Consultation, Research, and Development Department (CRDD) also achieved commendable performance by successfully executing 91 percent or 1,086 projects compared to the targeted 1,200 projects for 2023. OSH Regulatory Compliance achieved the highest performance at 255%, followed by OSH Solutions and OSH Advisory Services. The total receipt and analysis of Total Samples (TS) reached 91% of the targeted goal to assist in the post-pandemic reconstruction of industries and the nation.

In 2023, a total of 4,098 examination and assessment activities were conducted involving 68,776 candidates. The Authorised Gas Tester and Confined Space Entry Supervisor (AGTES) examination recorded the highest number of candidates at 5,796, followed by the Site Safety Supervisor (SSS) examination with 4,140 candidates and the Safety and Health Officer (SHO) examination with 3,052 candidates.

A heartfelt appreciation to all parties who contributed to NIOSH's recovery, and congratulations to NIOSH members who tirelessly provided practical solutions in the field of occupational safety and health (OSH), including introducing various new initiatives for customers.

May the achieved success serve as a motivation for NIOSH to continue excelling and ensure the government's aspiration to enhance OSH standards nationwide is achieved, as planned under the Occupational Safety and Health Master Plan 2021-2025 (OSHMP 25).

Thank you.

YBRS TUAN HAJI AYOP BIN SALLEH
PENGARAH EKSEKUTIF NIOSH
Executive Director



2023

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**LEMBAGA PENGARAH DAN
KUMPULAN PENGURUSAN
*BOARD OF DIRECTORS AND THE
MANAGEMENT TEAM***

LEMBAGA PENGARAH NIOSH BOARD OF DIRECTORS



■ **En. Maniam a/l Arumugam**
Pengerusi NIOSH / *Chairman*
bermula 15 Mac hingga 15 Julai 2023
started on 15 March to July 2023



■ **Tn. Haji Ayop bin Salleh**
Pengarah Eksekutif /
Executive Director



■ **Mejar Haji Hanif bin Maidin (B)**
Setiausaha Eksekutif /
Executive Secretary



■ **En. Thomas Balan Bang**
sehingga 10 Januari 2023 /
until 10 January 2023



■ **Prof. Dr. Ismail bin Bahari**



■ **Prof. Dr. Tan Guat Lin**



■ YBhg. Datuk Dr. Norhayati
binti Rusli

■ Pn. Zamzarina binti Abu Bakar

■ En. Matkar bin Siwang
sehingga 14 April 2023 /
until 14 April 2023



■ Prof. Madya Ts. Dr. Shamsul
Bahari bin Shamsudin

■ Dr. Sharudin bin Shari

■ Tc. Mohd Rahimee Subramaniam
bin Abdullah

SENARAI JAWATANKUASA DAN AHLI-AHLI JAWATANKUASA LIST OF COMMITTEES AND COMMITTEE MEMBERS.

JAWATANKUASA PENGURUSAN MODAL INSAN HUMAN CAPITAL MANAGEMENT COMMITTEE

- **En. Matkar bin Siwang**
Pengerusi / *Chairman*
sehingga 14 April 2023 / *until 14 April 2023*
- **Pn. Zamzarina binti Abu Bakar**
Pengerusi / *Chairman*
bermula 27 April 2023 / *started on 27 April 2023*
- **Tn. Haji Ayop bin Salleh**
- **Mejar Haji Hanif bin Maidin (B)**
- **Prof. Madya Ts. Dr. Shamsul Bahari bin Shamsudin**
bermula 27 April 2023 / *started on 27 April 2023*
- **Dr. Sharudin bin Shari**
bermula 27 April 2023 / *started on 27 April 2023*

Sekretariat / *Secretariat*

- **Pn. Noorliza Idawati binti Mat Nayan**

JAWATANKUASA KEWANGAN DAN PELABURAN FINANCE AND INVESTMENT COMMITTEE

- **Pn. Zamzarina binti Abu Bakar**
Pengerusi / *Chairman*
- **Tn. Haji Ayop bin Salleh**
- **Mejar Haji Hanif bin Maidin (B)**
- **En. Matkar bin Siwang**
sehingga 14 April 2023 / *until 14 April 2023*
- **Prof. Dr. Ismail bin Bahari**
bermula 27 April 2023 / *started on 27 April 2023*
- **Prof. Dr. Tan Guat Lin**
bermula 27 April 2023 / *started on 27 April 2023*

Sekretariat / *Secretariat*

- **Pn. Norismalina binti Ishak**

JAWATANKUASA KEAHLIAN MEMBERSHIP COMMITTEE

- **Dr. Sharudin bin Shari**
Pengerusi / *Chairman*
- **YBhg. Datuk Dr. Norhayati binti Rusli**
bermula 27 April 2023 / *started on 27 April 2023*
- **Mejar Haji Hanif bin Maidin (B)**
- **En. Matkar bin Siwang**
sehingga 14 April 2023 / *until 14 April 2023*

Sekretariat / *Secretariat*

- **Pn. Heina Faeza binti Abdul Wahid**

JAWATANKUASA PENYELIDIKAN DAN PEMBANGUNAN RESEARCH AND DEVELOPMENT COMMITTEE

- Prof. Madya Ts. Dr. Shamsul Bahari bin Shamsuddin
Pengerusi / *Chairman*
- Tn. Haji Ayop bin Salleh
- Prof. Dr. Ismail bin Bahari
- Dr. Evelyn Tan Guat Lin

Sekretariat / *Secretariat*

- En. Khairunnizam bin Mustapa

JAWATANKUASA PEMBANGUNAN PERNIAGAAN BUSINESS DEVELOPMENT COMMITTEE

- Prof. Dr. Ismail bin Bahari (Pengerusi)
- En. Maniam a/l Arumugum
sehingga 16 Julai 2023 / *until 16 July 2023*
- Tn. Haji Ayop bin Salleh
- Mejar Haji Hanif bin Maidin (B)
- En. Matkar bin Siwang
sehingga 14 April 2023 / *until 14 April 2023*
- Prof. Dr. Tan Guat Lin
- Dr. Sharudin bin Shari
bermula 27 April 2023 / *started on 27 April 2023*

Sekretariat / *Secretariat*

- En. Mohd Hussin bin Abdul Salam

JAWATANKUASA AUDIT INTEGRITI & TADBIR URUS AUDIT AND INTEGRITY & GOVERNANCE COMMITTEE

- En. Thomas Balan Bang
sehingga 10 Jan 2023 / *until 10 Jan 2023*
- Tc. Mohd Rahimee Subramaniam bin Abdullah

Ahli Ex-Officio

1. Tn. Haji Ayop bin Salleh
2. Mejar Haji Hanif bin Maidin (B)

Sekretariat / *Secretariat*

- Pn. Salwati binti Abdul Rahman
- Pn. Nur Fazidah binti Abu Naim

JAWATANKUASA PENCALONAN NOMINATION COMMITTEE

- YBhg. Datuk Dr. Norhayati binti Rusli
Pengerusi / *Chairman*
bermula 27 April 2023 / *started on 27 April 2023*
- Tn. Haji Ayop bin Salleh
- Mejar Haji Hanif bin Maidin (B)
- Pn. Zamzarina binti Abu Bakar
bermula 27 April 2023 / *started on 27 April 2023*
- En. Matkar bin Siwang
sehingga 14 April 2023 / *until 14 April 2023*

Sekretariat / *Secretariat*

- En. Ali Shah bin Hashim (Setiausaha Syarikat)
- Pn. Nurul Nadiah binti Mohd Abdul Rasid Musandant

JAWATANKUASA PENGURUSAN MODAL INSAN HUMAN CAPITAL MANAGEMENT COMMITTEE

SKOP DAN TANGGUNGJAWAB

- Menggubal, memantau dan mengkaji semula dasar bagi program pembangunan sumber manusia NIOSH, dasar sumber manusia, dan peraturan tata tertib
- Mengesyorkan kepada Lembaga Pengarah apa-apa perkara yang berkaitan dengan semakan dan pelarasan gaji, pembayaran elaun Lembaga, dan pembayaran bonus
- Mengesyorkan kepada Lembaga apa-apa perkara yang berkaitan dengan tawaran pembelajaran, tindakan tata tertib, terma dan syarat perkhidmatan, dan faedah-faedah lain
- Menggubal dan mengkaji semula polisi pengambilan pakar dalaman serta skop kerja mereka untuk meningkatkan kompetensi kakitangan NIOSH atau bagi pengambilan pakar daripada pihak luar
- Menggubal polisi berkaitan kerjasama dengan institusi pengajian tinggi bersama syarikat lain, agensi, dan jabatan kerajaan serta pihak berkuasa tempatan

Kertas Cadangan yang telah diluluskan:

- Kertas cadangan kriteria kelayakan bonus prestasi bagi tahun 2022
- Kertas cadangan memorandum pemakluman pembukaan pejabat satelit di Alor Setar, Kedah
- Kertas cadangan pembatalan prosedur pembayaran manfaat wang tunai kepada kakitangan NIOSH
- Kertas cadangan kriteria kelayakan Bonus Interim Syarikat bagi tahun 2023
- Kertas cadangan kelayakan dan pembayaran ex-gratia kepada kakitangan kontrak tahun 2023
- Kertas cadangan kenaikan gaji tahunan kakitangan NIOSH bagi tahun 2024
- Kertas cadangan pembayaran insentif kepada kakitangan NIOSH yang telah mencapai gaji maksimum pada tahun 2023
- Kertas cadangan pemakluman semakan skim gaji kakitangan NIOSH bagi tahun 2025

Aktiviti yang telah dilaksanakan:

- Perhimpunan bersama kakitangan NIOSH dengan wakil pengurusan NIOSH sebanyak tiga (3) kali pada tahun 2023
- Taklimat berkaitan penambahbaikan terma dan syarat kepada kakitangan NIOSH secara atas talian sebanyak satu (1) kali pada tahun 2023

SCOPE AND RESPONSIBILITIES

- *Formulate, monitor and review policies for NIOSH's human resource development programmes, human resource policies, and disciplinary rules*
- *Recommend to the Board of Directors any matter related to the review and adjustment of salaries, payment of Board allowances, and payment of bonuses*
- *Recommend to the Board any matters related to education offers, disciplinary actions, terms and conditions of service, and other benefits*
- *Formulate and review policies for hiring internal experts and their scope of work to improve competence of NIOSH staff or for hiring experts from external parties*
- *Formulate policies related to collaboration with higher education institutions along with other companies, agencies, and government departments and local authorities*

Proposal papers that were approved:

- *Proposal for performance bonus eligibility criteria for the year 2022*
- *Proposal for memorandum of announcement for the opening of a satellite office in Alor Setar, Kedah*
- *Proposal for cancellation of encashment benefit payment procedure for NIOSH staff*
- *Proposal for eligibility criteria for the Company's Interim Bonus for the year 2023*
- *Proposal for eligibility and ex-gratia payment to contract staff in 2023*
- *Proposal for annual salary increment for NIOSH staff for the year 2024*
- *Proposal for payment of incentives to NIOSH staff who had reached the maximum salary in 2023*
- *Proposal for notification of the revision of NIOSH staff salary scheme for the year 2025*

Activities that were conducted:

- *Joint gathering of NIOSH staff with NIOSH management representatives was held on three (3) separate occasions in 2023*
- *Briefing related to the improvement of terms and conditions to NIOSH staff was held online and only one (1) session in 2023*

JAWATANKUASA KEWANGAN DAN PELABURAN 2023

SCOPE AND RESPONSIBILITIES

SKOP DAN TANGGUNGJAWAB

Pelaporan Kewangan Korporat

- Mengkaji dan mengesyorkan penerimaan atau sebaliknya dasar-dasar perakaunan, prinsip dan amalan perakaunan
- Mengkaji dan mengulas laporan kewangan setiap suku tahun NIOSH sebelum dibentangkan kepada Lembaga Pengarah NIOSH

Pengurusan Pelaburan

- Memberi nasihat tentang strategi pelaburan NIOSH

Pengurusan Belanjawan

- Mencadangkan belanjawan tahunan NIOSH berhubung dengan rancangan perniagaan tahunan
- Memberi nasihat tentang peruntukan dan penggunaan dana

Pengurusan Kredit

- Menilai risiko kredit dan menetapkan dasar hutang lapuk

Hal-Hal Lain Yang Berkaitan

- Menasihati dan memberi maklum balas mengenai kertas kewangan yang lain
- Mengambil maklum berkenaan tender dengan nilai melebihi RM500,000.00
- Menjalankan apa-apa tugas lain yang diberikan dan/atau diarahkan oleh Lembaga Pengarah NIOSH

AKTIVITI JAWATANKUASA KEWANGAN DAN PELABURAN TAHUN 2023

- Menilai prestasi kewangan tahun 2023
- Memberi nasihat tentang strategi pelaburan NIOSH
- Mencadangkan belanjawan tahun 2023
- Menilai risiko dan polisi hutang lapuk

BILANGAN MESYUARAT TAHUN 2023

Jawatankuasa Kewangan dan Pelaburan telah menjalankan sebanyak 4 kali mesyuarat sepanjang tahun 2023.

FINANCIAL AND INVESTMENT COMMITTEE 2023

Corporate Financial Reporting

- Review and recommend the adoption or otherwise of accounting policies, principles and accounting practices
- Review and review NIOSH's quarterly financial reports prior to presentation to the NIOSH Board of Directors

Investment Management

- Advise on NIOSH's investment strategy

Budget Management

- To recommend NIOSH annual budget to correspond to the annual business plan
- To provide advice on the allocation and utilisation of funds

Credit Management

- Assessment of credit risk and to set bad debt policy

Other Related Matters

- To advise and give feedback on other financial papers
- To take note of tenders with a value exceeding RM500,000.00
- To perform other duties assigned and/or directed by the NIOSH Board of Directors

FINANCE AND INVESTMENT COMMITTEE ACTIVITIES 2023

- Assess financial performance for the year 2023
- Advise on NIOSH's investment strategy
- Propose the 2023 budget
- Assess risk and bad debt policy

NUMBER OF MEETINGS IN 2023

The Finance and Investment Committee held 4 meetings during the year 2023.

JAWATANKUASA KEAHLIAN 2023

2023 MEMBERSHIP COMMITTEE

SKOP DAN TANGGUNGJAWAB

- Bertindak sebagai jawatankuasa sokongan kepada Lembaga Pengarah
- Mengesahkan dan/ atau mengesyorkan kepada Lembaga Pengarah sebarang perkara berkaitan keahlian NIOSH seperti kelulusan, pemberhentian, hilang kelayakan, penggantungan serta penamatan keahlian NIOSH.
- Menerima pertanyaan yang dibangkitkan oleh ahli dan membentangkan perkara tersebut didalam Mesyuarat Ahli Lembaga Pengarah NIOSH untuk penjelasan dan keputusan lain yang difikirkan sesuai oleh Lembaga Pengarah.
- Bertanggungjawab untuk mencadangkan faedah dan kemudahan keahlian serta menggubal dasar dan prosedur kelulusan keahlian sekiranya perlu kepada Lembaga Pengarah.

Laporan Jawatankuasa Keahlian NIOSH:

Jawatankuasa Keahlian NIOSH berperanan untuk menilai dan menyokong permohonan keahlian yang menepati kriteria yang ditetapkan sebelum dibawa ke Lembaga Pengarah bagi proses kelulusan. Pembentangan kelulusan keahlian adalah seperti berikut:

SCOPE AND RESPONSIBILITIES

- Act as a Support Committee to the Board of Directors
- Confirm and / or recommend to the Board of Directors any matters relating to NIOSH membership such as approval, termination, disqualification, suspension and termination of NIOSH membership.
- Receive inquiries raised by members and present the matter at a meeting of the NIOSH Board of Directors for clarification and other decisions as the Board deems appropriate.
- Responsible for proposing membership benefits and facilities and formulating membership approval policies and procedures if necessary to the Board of Directors.

NIOSH Membership Committee report:

The NIOSH Membership Committee is responsible for evaluating and supporting membership applications that meet the criteria set before being brought to the Board of Directors for the approval process. Kahlian approval presentation is as follows:



JAWATANKUASA PENYELIDIKAN DAN PEMBANGUNAN (JPP) 2023

RESEARCH AND DEVELOPMENT COMMITTEE (RDC) 2023

SKOP DAN TANGGUNGJAWAB

1. Mengenalpasti dan mengesyorkan pembangunan kapasiti ke arah kecemerlangan penyelidikan dan pembangunan di NIOSH
2. Mengenalpasti bidang keutamaan penyelidikan dan pembangunan dalam keselamatan dan kesihatan pekerjaan (KKP)
3. Menilai dan mengesyorkan penglibatan pakar rujuk yang dapat membantu keupayaan dan mempromosi imej institut dalam penyelidikan KKP
4. Mengawal selia semua aktiviti dan dapatan penyelidikan dan pembangunan, mencadangkan belanjawan dan kawalan perbelanjaan penyelidikan dan pembangunan
5. Mempromosi dan meningkatkan kerjasama dan perkongsian dalam penyelidikan dan pembangunan dengan institusi penyelidikan yang lain
6. Mempromosi penyebaran hasil dapatan penyelidikan dan pembangunan
7. Mengenalpasti dan memantau semua indeks petunjuk prestasi berkaitan jawatankuasa kecil

Projek Penyelidikan yang dinilai Tahun 2023

JPP berperanan untuk menilai dan meluluskan permohonan geran penyelidikan NIOSH. Geran NIOSH adalah berdasarkan 12 bidang fokus Inisiatif Penyelidikan Malaysia bagi Agenda Nasional.

SCOPE AND RESPONSIBILITIES

1. *Identify and recommend capacity development towards excellence in research and development at NIOSH*
2. *Identify priority areas of research and development in occupational safety and health (OSH)*
3. *Evaluate and recommend the involvement of consulting experts who can help with ability and promote the Institute's image in OSH research*
4. *Regulate all research and development activities and findings, propose budgets, and control research and development expenditures*
5. *Promote and increase collaboration and partnership in research and development with other research institutions*
6. *Promote the dissemination of research and development findings*
7. *Identify and monitor all sub-committee-related performance indicators*

Research Projects Assessed for the Year 2023

RDC is responsible for evaluating and approving NIOSH research grant applications. The NIOSH grant is based on the 12 focus areas of the Malaysian Research Initiative for the National Agenda.

Bil. Projek Dibentangkan
Presented Projects



12

Bil. Projek Diluluskan
Approved Projects



10

Bil. Projek yang Ditolak
Unapproved Projects



2

JUMLAH GERAN YANG DILULUSKAN 2024
Total Amount of Grant Approved for 2024

RM872,900

JAWATANKUASA PEMBANGUNAN PERNIAGAAN (JPP) 2023 BUSINESS DEVELOPMENT COMMITTEE (BDC) 2023

SKOP DAN TANGGUNGJAWAB

1. Mencadangkan dasar dan strategi bagi mempertingkatkan kebolehasaran produk perkhidmatan bagi mencapai sasaran yang ditetapkan oleh Lembaga Pengarah
2. Membantu pengurusan merangka pelan perniagaan tahunan untuk dicadangkan kepada Lembaga Pengarah untuk kelulusan
3. Memantau, menyemak dan menyusun semula pelan tindakan berdasarkan pencapaian, cabaran dan isu-isu semasa yang memberi kesan kepada program dan aktiviti yang telah dirancang
4. Membantu pihak pengurusan di dalam pembangunan perniagaan khususnya dalam pemerksaan produk dan perkhidmatan yang dapat meningkatkan keyakinan dan kepercayaan industri
5. Memberi pandangan dan cadangan penambahbaikan kepada pihak Pengurusan di dalam menangani cabaran luar jangka atau trend baru yang berpotensi untuk memberi impak besar kepada operasi NIOSH

Aktiviti, isu, atau program yang dilaksanakan:

Cadangan mewujudkan KPI Jawatankuasa Lantikan Lembaga
Proposal to create a KPI for the Board Appointment Committee

Pelan 5 tahun untuk Pusat Kecemerlangan (COE) dengan mengambil kira aspek Alam Sekitar, Sosial, dan Governans (ESG)
5-year plan for Centre of Excellence (COE) taking into account Environmental, Social, and Governance (ESG) aspects

Serahan semula pejabat NIOSH Johor kepada KESUMA
Handing over the Johor NIOSH office to KESUMA

Lawatan kerja ke pejabat NIOSH /
Working visit to NIOSH office:

- NIOSH Kuching - 10 Julai/July 2023
- NIOSH Kota Kinabalu - 6 November 2023

SCOPE AND RESPONSIBILITIES

1. *Propose policies and strategies to improve the marketability of service products to achieve the targets set by the Board of Directors*
2. *Assist management in drafting an annual business plan to be proposed to the Board of Directors for approval*
3. *Monitor, review and reorganise the action plan based on achievements, challenges and current issues that affect planned programmes and activities*
4. *Assist the management in business development, especially in the empowerment of products and services that can increase confidence and trust in the industry*
5. *Provide insights and improvement suggestions to management in dealing with unforeseen challenges or new trends that have a potential to create a major impact on NIOSH operations*

Implemented activities, issues, or programmes:

Pembukaan pejabat NIOSH Johor yang baru di Kompleks Mutiara Johor Land
The opening of the new NIOSH Johor office at Kompleks Mutiara Johor Land

**Bilangan mesyuarat:
Number of Meetings:**

5

Selain itu, antara aktiviti yang dilakukan oleh Jawatankuasa Keahlian NIOSH pada tahun 2023 adalah seperti berikut:

Additionally, among the activities undertaken by the NIOSH Membership Committee in 2023 are the following:

Aktiviti 1 / Activity 1	Sasaran Target	Selesai Finished	%
Perjumpaan bersama ahli NIOSH selaras dengan Program NIOSH berdasarkan region telah dilakukan pada 20 Jun 2023 dan 7 November 2023 di Sabah <i>A meeting with NIOSH members in line with NIOSH programs by region was held on 20 June 2023 and 7 November 2023 in Sabah</i>	2	2	100
Aktiviti 2 / Activity 2	Sasaran Target	SEBENAR Achieved	%
Memastikan bayaran keahlian NIOSH dilakukan pada masa yang ditetapkan <i>Ensure that NIOSH membership payments are made on time</i>	40%	46.43%	100
Aktiviti 3 / Activity 3	Sasaran Target	SEBENAR Achieved	%
Bilangan Mesyuarat / <i>Number Of Meetings</i>	4	4	100

JAWATANKUASA AUDIT DAN INTEGRITI & GOVERNANS (JKAIG) 2023

AUDIT AND INTEGRITY & GOVERNANCE COMMITTEE (AIGC) 2023

SKOP DAN TANGGUNGJAWAB

- Menilai dan meningkatkan keberkesanan proses pengurusan risiko, kawalan dalaman dan tadbir urus.
- Memantau pelaksanaan 4 fungsi teras IGU iaitu pengurusan aduan, pengesanan dan pengesahan, pengukuhan integriti, dan governans.

SEKSYEN A: LAPORAN AUDIT DALAM

Jawatankuasa Audit ditubuhkan sebagai platform untuk membincangkan isu-isu yang dibangkitkan sama ada oleh Unit Audit Dalam NIOSH, audit luar atau Jabatan Audit Negara.

Jawatankuasa Audit perlu memastikan tindakan pencegahan dan pembetulan yang diambil oleh pihak Pengurusan terhadap penemuan audit supaya kelemahan-kelemahan yang dibangkitkan dapat diperbetulkan dan tidak berulang. Pembentangan audit dan kelulusan Rancangan Audit Tahunan 2024 dan Laporan Tahunan Audit 2023 adalah seperti berikut:

SCOPE AND RESPONSIBILITY

- Assess and improve the effectiveness of risk management, internal control, and governance processes
- Monitor the implementation of the 4 core functions of the IGU namely, complaint management, detection and verification, strengthening integrity, and governance

SECTION A: INTERNAL AUDIT REPORT

The Audit Committee was established as a platform to discuss issues raised by the NIOSH Internal Audit Unit, external audits or the National Audit Department.

The Audit Committee needs to ensure preventive and corrective actions are taken by the Management against the findings of the audit so as to assure that the weaknesses raised can be corrected and not repeated. The audit presentation and approval of the 2024 Annual Audit Plan and the 2023 Annual Audit Report are as follows:



SEKSYEN B: LAPORAN INTEGRITI & GOVERNANS

Selaras dengan peranan Jawatankuasa iaitu memastikan pelaksanaan empat (4) fungsi teras penubuhan Unit Integriti & Governans sebagaimana yang telah digariskan dalam Arahan YAB Perdana Menteri No. 1 Tahun 2018 – Siri 1 No. 1 Tahun 2018, NIOSH telah melaksanakan program-program berdasarkan objektif seperti berikut:

SECTION B: INTEGRITY & GOVERNANCE REPORT

In line with the Committee's role which is, to ensure the implementation of the four (4) core functions of establishing the Integrity & Governance Unit as outlined in YAB Prime Minister's Directive No. 1 Year 2018 – Series 1 No. 1 Year 2018 proceeds accordingly. Hence, NIOSH implemented programmes based on the following objectives:

OBJEKTIF 1 / OBJECTIVE 1

Menguruskan Aduan dengan Berkesan dan Efisien / *Manage Complaints Effectively and Efficiently*

Diterima / *Received*:

7

Selesai / *Completed*:

7

100%

OBJEKTIF 2 / OBJECTIVE 2

Memastikan Pematuhan dan Penambahbaikan Terhadap Sistem dan Prosedur Kerja / *Ensuring Compliance and Improvement of Work Systems and Procedures*:

- Audit Dalam ABMS (1) / *Internal Audit ABMS (1)*
- Penaziran (3) / *Inspection (3)*
- Bengkel (2) / *Workshop (2)*
- Kursus ABMS (3) / *ABMS Course (3)*

Diterima / *Received*:

9

Selesai / *Completed*:

9

100%

OBJEKTIF 3 / OBJECTIVE 3

Merancang dan Melaksana Program Pengukuhan Integriti / *Planning and Implementing Integrity Strengthening Programmes*:

- Seminar/ Kursus (1) / *Seminar/ Course (1)*
- Ceramah (3) / *Lectures (3)*
- Kempen (2) / *Campaign (2)*
- Pesanan Integriti (30) / *Integrity Advice (30)*

Diterima / *Received*:

36

Selesai / *Completed*:

36

100%

OBJEKTIF 4 / OBJECTIVE 4

Memastikan Amalan Tadbir Urus Terbaik Dilaksanakan / *Ensuring Best Governance Practices Are Implemented*:

- Mesyuarat Lembaga Pengarah (4) / *Board of Directors Meeting (4)*
- Mesyuarat Jawatankuasa Antirasuah NIOSH (3) / *NIOSH Anti-Corruption Committee Meeting (3)*
- Mesyuarat Kajian Semula Pengurusan (1) / *Management Review Meeting (1)*
- Mesyuarat Penilaian Prestasi IGU (2) / *IGU Performance Evaluation Meeting (2)*
- Pensijilan ABMS (1) / *ABMS Certification (1)*
- Lawatan Penandaarasan (2) / *Benchmarking Visit (2)*

Diterima / *Received*:

13

Selesai / *Completed*:

13

100%

JUMLAH PROGRAM
2023 /
TOTAL PROGRAMMES
2023

58

PELAKSANAAN /
IMPLEMENTATION

100%

PENGURUSAN DAN PAKAR TEKNIKAL MANAGEMENT AND TECHNICAL EXPERTS

Pengarah Eksekutif Executive Director	Haji Ayop bin Salleh
Sekretari Eksekutif Executive Secretary	Mejar Haji Hanif bin Maidin (B)

Bahagian Pengurusan Kualiti <i>Quality Management Division</i>	Shahir bin Addenan	Pengurus / <i>Manager</i>
Bahagian Peperiksaan dan Pensijilan <i>Examination and Certification Division</i>	Siti Faranez binti Harun	Pengurus / <i>Manager</i>
Bahagian Bisnes dan Pemasaran <i>Business and Marketing Division</i>	Mohd Hussin bin Abd Salam	Pengurus / <i>Manager</i>
Bahagian Pembangunan Program <i>Programme Development Division</i>	Mohamad Redzuan Shah bin Masri	Pengurus / <i>Manager</i>
Pusat Kecemerlangan Ergonomik <i>Ergonomic Excellence Centre</i>	(vacant)	Ketua Unit / <i>Head Unit</i>
Unit Integriti & Tadbir Urus <i>Integrity & Governance Unit</i>	Nor Fazidah binti Abu Naim	Ketua Unit / <i>Head Unit</i>
Unit Audit Dalam <i>Internal Audit Unit</i>	Salwati binti Abd Rahman	Ketua Unit / <i>Head Unit</i>

Jabatan Perkhidmatan Korporat dan Sokongan Corporate Services and Support Department

Jabatan Perkhidmatan Korporat dan Sokongan <i>Corporate Services and Support Department</i>	Kekosongan (<i>vacant</i>)	Pengurus Besar / <i>General Manager</i>
	Kekosongan (<i>vacant</i>)	Pengurus Kanan / <i>Senior Manager</i>
Bahagian Sumber Manusia <i>Human Resource Division</i>	Noorliza Idawati binti Mat Nayan	Pengurus/ Pemangku <i>Manager/Acting Senior Manager</i>
Bahagian Kewangan <i>Finance Division</i>	Norismalina binti Ishak	Pengurus / <i>Manager</i>
Bahagian Pentadbiran dan Fasiliti <i>Administration and Facilities Division</i>	Kekosongan (<i>vacant</i>)	Pengurus / <i>Manager</i>

Jabatan Perkhidmatan Korporat dan Sokongan <i>Corporate Services and Support Department</i>		
Bahagian Teknologi Maklumat <i>Information Technology Division</i>	Mohd Rashidi bin Rohmad	Pengurus / <i>Manager</i>
Bahagian Pengurusan Project <i>Project Management Division</i>	Haji Azmi bin Jamaludin @ Aman Shah	Pengurus / <i>Manager</i>
Bahagian Penyebaran Maklumat <i>Information Dissemination Division</i>	Siti Badariah binti Abu Bakar	Pengurus / <i>Manager</i>
Unit Perolehan <i>Procurement Unit</i>	Najhan Salwana binti Sanusi	Eksekutif/Pemangku <i>Executive/Acting Head</i>
Jabatan Operasi <i>Operation Department</i>		
Jabatan Perundingan, Penyelidikan, dan Pembangunan <i>Consultation, Research and Development Department</i>	Siti Norshuhada binti Abdul Aziz	Sekretariat/Pemangku <i>Secretariat/Acting Head</i>
Jabatan Pendidikan dan Latihan, dan Pejabat Wilayah <i>Education and Training Department, and Regional Offices</i>	(vacant)	Pengurus Besar / <i>General Manager</i>
	Saupi Nazri bin Mamat	Pengurus Kanan / <i>Senior Manager</i>
Bahagian Latihan Komunikasi Strategik <i>Training Strategic Communications Division</i>	Norazman bin Bakrun	Pengurus / <i>Manager</i>
Bahagian Kompetensi Pendidikan dan Regulatori <i>Education and Regulatory Competency Division</i>	Haji Shahronizam bin Noordin	Pengurus / <i>Manager</i>
Bahagian Kesedaran Keselamatan dan Kemahiran <i>Safety Awareness and Skills Division</i>	Siti Zainatul Arafah binti Mat Zin	Pengurus / <i>Manager</i>

Pantai timur		
Pantai Timur - Kerteh, Kuantan, dan Kota Bharu	Hisyamuddin bin Mohamad	Pengurus / <i>Manager</i>
Pantai Timur - Kuantan	Adly Azmin bin Junet	Ketua Pejabat / <i>Head Office</i>
Pantai Timur - Kota Bharu	Mohd Norzaide bin Ahmad Nordin	Ketua Pejabat / <i>Head Office</i>
Utara		
Utara - Penang, Manjung, dan Alor Setar	Rosliza binti Osman	Pengurus / <i>Manager</i>
Utara - Manjung	Muhd Amin Alamin bin Salam	Ketua Pejabat / <i>Head Office</i>
Utara - Alor Setar	Asrul Amri bin Ismail	Ketua Pejabat / <i>Head Office</i>
Selatan		
Selatan - Johor Bahru, Melaka, dan Pengerang	Ismail bin Abdul Rahman	Eksekutif/Pemangku <i>Executive/Acting Head</i>
Selatan - Melaka	Abdullah Monsi bin Ahmad Sarbini	Ketua Pegawai / <i>Head Office</i>
Selatan - Pengerang	Nurzuhairah binti Jamil	Ketua Pegawai / <i>Head Office</i>
Sabah		
Sabah - Kota Kinabalu, W.P. Labuan, Sandakan, dan Tawau	Wan Sarman @ Wan Salman bin Sakan	Pengurus / <i>Manager</i>
Sabah - W.P. Labuan	Mohd Fazrin bin Journain @ Joronain	Ketua Pegawai / <i>Head Office</i>
Sabah - Sandakan	Muhamad Almansari bin Albari	Ketua Pegawai / <i>Head Office</i>
Sabah - Tawau	Abd Hamid bin Hasan	Juruteknik Kanan/Pemangku Ketua Pegawai <i>Sr. Technician/Acting Head Office</i>

Sarawak		
Sarawak – Kuching, Bintulu, Miri, dan Kapit	Normiza binti Suhaili	Pengurus / <i>Manager</i>
Sarawak – Bintulu	Maziah binti Yusof	Juruteknik Kanan/Pemangku Ketua Pejabat <i>Sr. Technician/Acting Head Office</i>
Sarawak – Miri	Nuraida binti Waslee	Ketua Pegawai / <i>Head Office</i>
Sarawak – Kapit	Edi Anak Ganai	Juruteknik /Pemangku Ketua Pejabat <i>Technician/Acting Head</i>
Pakar Teknikal Technical Expert		
Bahagian Bisnes dan Pemasaran	M. Hamzah bin Jamaludin	Pakar Teknikal III <i>Technical Expert III</i>
Bahagian Pembangunan Program	Muazan bin Mohamad	Pakar Teknikal III <i>Technical Expert III</i>
Pejabat Perundingan, Penyelidikan, dan Pembangunan	Haji Muhammad Zaeem bin Mokhtar	Pakar Teknikal III <i>Technical Expert III</i>
	Shahrulnizam bin Jamen	Pakar Teknikal III <i>Technical Expert III</i>
Pematuhan Regulatori	Yuzainie bin Yusof	Pakar Teknikal III <i>Technical Expert III</i>
	Nor Mohd Razif bin Noraini	Pakar Teknikal III <i>Technical Expert III</i>
	Dr. Muhamad Ariff bin Muhamad Noordin	Pakar Teknikal III <i>Technical Expert III</i>
Penyelesaian KKP	Haji Mohd Esa bin Baruji	Pakar Teknikal III <i>Technical Expert III</i>
	Azhar bin Ahmad	Pakar Teknikal III <i>Technical Expert III</i>

Pakar Teknikal <i>Technical Expert</i>		
Perkhidmatan Penasihat	Haji Khairunnizam bin Mustapa	Pakar Teknikal III <i>Technical Expert III</i>
	Raemy bin Md Zein	Pakar Teknikal III <i>Technical Expert III</i>
	Siti Nurani binti Haji Hassan	Pakar Teknikal III <i>Technical Expert III</i>
	Ruzita binti Mohd Shariff	Pakar Teknikal III <i>Technical Expert III</i>
Perkhidmatan Teknikal	Mohd Norhafsam bin Maghpor	Pakar Teknikal III <i>Technical Expert III</i>
Penyelidikan Gunaan	Baderin bin Osman	Pakar Teknikal III <i>Technical Expert III</i>
Pejabat Pendidikan dan Latihan, dan Pejabat Wilayah	Haji Amirrudin bin Abdul Aziz	Pakar Teknikal III <i>Technical Expert III</i>
	Mohamad Anizan bin Mohammed Amin	Pakar Teknikal III <i>Technical Expert III</i>
	Paramesvaran a/l Mariappan	Pakar Teknikal III <i>Technical Expert III</i>

Jurulatih Residen <i>Resident Trainer</i>		
Bahagian Pembangunan Program	Mohd Asri bin Ridzwan	Jurulatih Residen <i>Resident Trainer</i>
Pejabat Pendidikan dan Latihan, dan Pejabat Wilayah	Dinie Iqbal bin Minhat	Jurulatih Residen <i>Resident Trainer</i>
	Mohd Razman bin Ismail	Jurulatih Residen <i>Resident Trainer</i>
	Ahmad Aizuddin bin Ahmad Ridzwan	Jurulatih Residen <i>Resident Trainer</i>
	Mohamad Hairi bin Mustapa	Jurulatih Residen <i>Resident Trainer</i>

Jurulatih Residen Resident Trainer		
Pejabat Wilayah Pantai Timur - Kerteh	Mohamad Shariff bin Ismail	Jurulatih Residen <i>Resident Trainer</i>
Pejabat Wilayah Utara - Penang	Mohd Badrul Azifudin bin Abd Mutalib	Jurulatih Residen <i>Resident Trainer</i>
	Mohamad Fahkrul Razi bin Hasan	Jurulatih Residen <i>Resident Trainer</i>
Pejabat Wilayah Selatan - Johor Bahru	Mohamed Rizwan bin Haji Anis	Jurulatih Residen <i>Resident Trainer</i>
Pejabat Wilayah Sabah - Kota Kinabalu	Indra bin Imus	Jurulatih Residen <i>Resident Trainer</i>
Pejabat Wilayah Sarawak - Bintulu	Azri bin Rani	Jurulatih Residen <i>Resident Trainer</i>

Anak Syarikat Subsidiary		
NIOSH Certification (Pensijilan) Sdn. Bhd. (NCSB)	Syamsul Zahrin bin Zainuddin	Ketua Pengarah Eksekutif <i>Chief Executive Director</i>



2023

LAPORAN TAHUNAN

**ALAM SEKITAR, SOSIAL
DAN TADBIR URUS**
*ENVIRONMENT, SOCIAL AND
GOVERNANCE*



PENDAHULUAN ESG

Sebagai sebuah organisasi yang bernaung di bawah Kementerian Sumber Manusia, NIOSH menyokong penuh inisiatif yang diambil oleh kerajaan untuk memperkasakan agenda Alam Sekitar, Sosial dan Tadbir Urus (Environmental, Social, and Governance - ESG) dengan merangka strategi korporat bagi melaksanakan agenda tersebut dengan berkesan.

NIOSH komited terhadap tanggungjawab korporat dan meneruskan prinsip mesra alam sekitar serta bertanggungjawab penuh terhadap pengurusan social. Dari masa ke semasa, tadbir urus (dikenali sebagai governans) juga dikukuhkan dalam melaksanakan misi dan visi NIOSH.

Bagi menyokong pemeliharaan dan pemuliharaan alam sekitar, NIOSH telah melaksanakan beberapa inisiatif seperti program pengurangan jejak karbon serta memantau dan mengukur pelepasan gas rumah hijau (GHG). NIOSH juga telah melaksanakan pemantauan kecekapan penggunaan air dan tenaga elektrik secara berkala. Selain itu, NIOSH juga telah menyokong usaha memulihara kepelbagaian biodiversiti dan penghutan semula melalui kempen penanaman pokok di sekitar premis NIOSH. Turut menjadi asas dalam pelaksanaan aktiviti teras NIOSH adalah inisiatif penggunaan bahan mentah daripada sumber mesra alam dan pengurusan secara efisien bahan sisa serta bahan efluen.

INTRODUCTION

As an organisation under the patronage of the Ministry of Human Resources, NIOSH fully supports the initiative taken by the Malaysian government to empower the Environmental, Social, and Governance (ESG) agenda by devising a corporate strategy to implement the agenda effectively.

NIOSH is committed to corporate responsibility. The institute pursues environmentally friendly principles and is fully responsible for the social management of the said pursuit. Over time, governance is also strengthened through the implementation of NIOSH mission and vision.

To support the preservation and conservation of the environment, NIOSH has implemented several initiatives such as carbon footprint reduction programmes and monitoring and measuring greenhouse gas (GHG) emissions. NIOSH also implemented periodic monitoring of the efficient usage of water and electricity. In addition, NIOSH has also supported efforts to conserve biodiversity and reforestation through tree planting campaigns around NIOSH premises. Also fundamental in the implementation of NIOSH's core activities is the initiative to use raw materials from environmentally friendly sources and the efficient management of waste materials and effluents.





Dari masa ke semasa, NIOSH sentiasa mengemaskini aspek sosial yang merangkumi penglibatan dan sokongan pekerja serta mematuhi keperluan perundangan. NIOSH juga mewujudkan peluang pekerjaan dan kenaikan pangkat sama rata serta melakukan semakan gaji minima berpandukan keperluan perundangan dan situasi ekonomi semasa. Aspek keselamatan dan kesihatan pekerjaan (KKP) turut menjadi tunjang utama yang dititikberatkan dalam melindungi kakitangan dan pihak yang berkepentingan. Pembangunan bakat dan peningkatan kemahiran kakitangan juga merupakan perkara penting dalam aspek sosial. Keterbukaan NIOSH dalam menerima pandangan, aduan dan maklum balas berkaitan aktiviti pentadbiran dan perniagaan dizahirkan dengan kewujudan platform pengendalian Sistem Maklumbalas Pelanggan, E-Penilaian dan e-mel khas iaitu whistleblower@niosh.com.my. Sebagai institusi yang mesra komuniti, NIOSH telah melaksanakan inisiatif penajaan dan sumbangan kepada masyarakat umum seperti OSH in School, bantuan mangsa banjir, pembayaran dan pemberian zakat dan latihan KKP percuma kepada golongan sasaran yang layak dan terpilih.

From time to time, NIOSH constantly updates the social aspects which include employee involvement and support as well as complying with legal requirements. NIOSH also created equal employment and promotion opportunities. The institution conducts minimum wage reviews based on legal requirements and the current economic situation. The aspect of occupational safety and health (OSH) is another a key factor that is emphasised to protect staff and stakeholders. Talent development and improvement of staff skills are also important for the social aspect. NIOSH openness in receiving views, complaints, and feedback related to administrative and business activities is expressed through a Customer Feedback System operating platform, E-Assessment and a special e-mail called whistleblower@niosh.com.my. As a community-friendly institution, NIOSH has implemented sponsorship initiatives including contributions to the general public such as OSH in School, assistance to flood victims, payment and giving of offerings, and free OSH training to eligible and selected target groups.



Bagi mengukuhkan amalan tadbir urus perniagaan yang baik, NIOSH telah membangunkan rangka kerja bagi menyokong organisasi untuk mencapai matlamat serta mengurus perniagaan dan hal ehwal organisasi secara telus, berhemat dan berintegriti. Dalam usaha memastikan amalan tadbir urus yang baik, NIOSH telah memberi penekanan kepada aspek-aspek seperti kepimpinan lembaga pengarah dan pengurusan, menetapkan hala tuju dan strategi organisasi dengan menitikberatkan etika dan pematuhan serta mewujudkan sistem perakaunan yang telus. NIOSH juga bertanggungjawab melindungi segala kerahsiaan data dan maklumat pelanggan dan pihak berkepentingan dalam urusan perniagaan.

Berpandukan ketiga-tiga aspek ESG ini, NIOSH sentiasa komited dalam memastikan matlamat ESG yang telah dirangka dicapai. Penambahbaikan berterusan dan penerapan ESG dalam pentadbiran dan perniagaan dijangka dapat meningkatkan hasil, daya saing, dan daya tahan NIOSH sebagai penyedia latihan KKP di Malaysia.

To reinforce good business governance practices, NIOSH has developed a framework to support organisations in achieving their goals, managing their business, and handling organisational affairs with transparency, prudence and integrity. In an effort to ensure good governance practices, NIOSH emphasised aspects such as leadership factors of the board of directors and management, setting the direction and strategy of the organisation with an emphasis on ethics and compliance, and creating a transparent accounting system. NIOSH is also responsible for protecting the confidentiality of customer and stakeholder data and information in business matters.

Guided by these three aspects of ESG, NIOSH is always committed to ensure that the ESG goals which were formulated are achieved. Continuous improvement and application of ESG in administration and business is expected to increase the results, competitiveness, and resilience of NIOSH as a provider of OSH training in Malaysia.



Alam Sekitar

Program dan Sasaran Pengurangan Jejak Karbon

Perubahan iklim yang berlaku mencetuskan kebimbangan dunia dan NIOSH turut memberikan komitmen untuk membantu menanganinya dengan menyokong dan menyertai pelbagai program pembangunan lestari, khususnya inisiatif mengurangkan pelepasan jejak karbon.

Beikut adalah program-program pengurangan jejak karbon yang telah dilaksanakan:

- Aktiviti penanaman pokok di premis NIOSH
- Inisiatif baja kompos daripada sisa makanan kafeteria NIOSH
- Penyediaan kemudahan basikal di tempat kerja
- Penyertaan aktif Hari Bumi (World Earth Day)



Aktiviti:

- Aktiviti penanaman pokok bersama kakitangan.
- 40 pokok telah ditanam dan dijangka menghasilkan 4,717.360kg oksigen setahun.

Activities:

- Tree planting activity by NIOSH staff members.
- 40 planted trees are estimated to generate 4,717.360kg of oxygen a year

Environmental

Programmes and Carbon Footprint Reduction Targets

Climate change is a global concern. Along with the others around the world, NIOSH is also committed to support and participate in various sustainable development programmes, particularly initiatives to reduce carbon footprint emissions.

Following are the carbon footprint reduction programmes that were implemented:

- Tree planting activities at NIOSH premises
- NIOSH cafeteria food waste composting initiative
- Provision of bicycle facilities at work
- Active participation in World Earth Day



Aktiviti:

- Inisiatif Baja Kompos dari sisa makanan Kafeteria NIOSH.
- 60kg sisa makanan bulanan bersamaan 7.6kg Methane Gas (CH₄). (berjaya dikurangkan?) – not sure about this

Activities:

- NIOSH Cafeteria Food Waste Compost Fertiliser Initiative.
- 60kg of monthly food waste equals to 7.6kg of Methane Gas (CH₄).

**Aktiviti / Activities:**

Penyediaan basikal di NIOSH.
Bicycles provided by NIOSH.

2.6 km berbasikal hanya menjana 21g CO² Jejak Karbon.

2.6km of bicycling generates 21g of CO² (carbon footprint).

**Aktiviti / Activities:**

Penyertaan tahunan Hari Bumi (World Earth Day) pada 27 Mac 2023.

Participating in World Earth Day on 27 Mar 2023.

1 Jam = RM250.11 = 0.32 tCO₂e.

1 hour is equivalent to RM250.11 which is 0.32 tCO₂e.

Pengimbangan karbon adalah mekanisme penting bagi memastikan pelepasan karbon dioksida berada pada tahap minimum. NIOSH melaksanakan pengimbangan karbon menerusi program offset karbon yang dilaksanakan seperti di dalam Jadual 1. NIOSH turut merancang untuk melaksanakan pembelian kenderaan elektrik (EV) bagi menyokong inisiatif ini.

Carbon offsetting is an important mechanism to ensure that carbon dioxide emissions are kept to a minimum. NIOSH implements carbon offsetting through a carbon offset programme that was implemented as shown in Table 1 above. NIOSH also plans to implement the purchase of electric vehicles (EV) to support this initiative.

**Aktiviti / Activities:**

Inisiatif Matikan Enjin Kenderaan semasa berada di kawasan premis NIOSH.

Initiative to Turn Off Vehicle Engines while on NIOSH premises.

Pelepasan Gas Rumah Hijau

NIOSH telah mengambil beberapa inisiatif bagi mengawal dan mengurangkan intensiti pelepasan Gas Rumah Hijau (GHG) yang menyumbang kepada pemanasan global.

Memandangkan enjin kenderaan merupakan antara sumber utama GHG, NIOSH mengambil langkah mengawal pelepasan asap ekzos kenderaan melalui inisiatif matikan enjin kenderaan di premis NIOSH, melaksanakan pemeriksaan kenderaan NIOSH secara berkala di PUSPAKOM dan memantau penggunaan bahan api kenderaan NIOSH. Selain itu, NIOSH turut melaksanakan pemantauan udara (stack monitoring) setiap tahun bagi memastikan udara yang dilepaskan dari kemudahan NIOSH ke atmosfera mematuhi standard yang ditetapkan oleh Jabatan Alam Sekitar.

Green House Gas Emissions

NIOSH made several initiatives to control and reduce the intensity of Green House Gas (GHG) emissions which is causing to global warming.

Since vehicle engines are one of the main sources of GHG, NIOSH took steps to control vehicle exhaust emissions through an initiative of turning off vehicle engines at NIOSH premises, performing regular NIOSH owned vehicle inspections at PUSPAKOM, and monitoring fuel consumption of NIOSH owned vehicles. In addition, NIOSH also carried out air monitoring (stack monitoring) every year to ensure that the air released from NIOSH facilities into the atmosphere complies with the standards set by the Department of Environment.

Januari - Oktober /
 January - October 2022

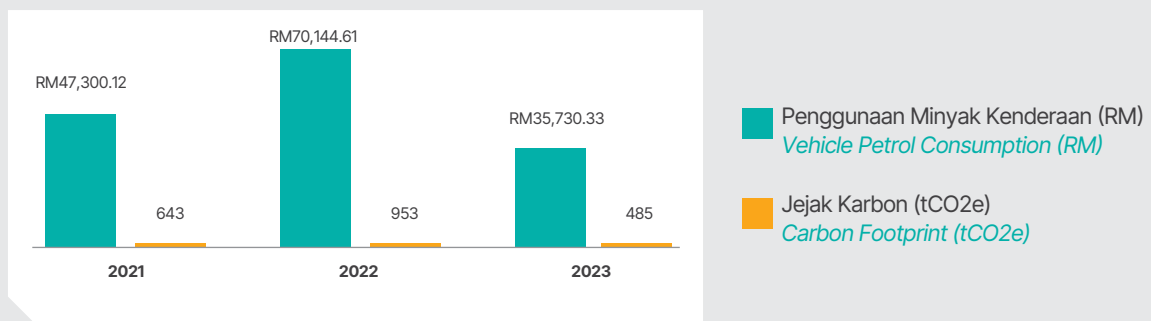
RM16,366.60
RIM 1180

Januari - Oktober /
 January - October 2023

RM14,915.00
RIM 1075



Penggunaan Minyak Kenderaan (RM/tCO2e) Vehicle Petrol Consumption



NIOSH turut menyokong usaha penjimatan penggunaan kertas dengan menggalakkan penggunaan aplikasi dan sistem atas talian.
 NIOSH also supports paper-saving efforts by encouraging the use of online applications and online systems.

Kecekapan Penggunaan Air

Menjelang tahun 2080, dijangkakan sekitar 1.8 bilion penduduk dunia tidak mempunyai akses kepada bekalan air disebabkan oleh krisis air yang semakin meruncing di peringkat global.

Bagi menyokong usaha memulihara sumber air dan menggalakkan penggunaannya secara berhemah, NIOSH telah melaksanakan beberapa inisiatif termasuk menyasar pengurangan 5% penggunaan air daripada garis dasar yang telah ditetapkan.

NIOSH turut menguatkuasakan garis panduan utiliti dan memantau kebocoran air secara berkala di setiap tandas dan pili air di premisnya. NIOSH juga telah melaksanakan inisiatif mengitar semula air hujan untuk kegunaan siraman tanaman dan kerja-kerja pencucian.

Jadual 1: Kadar Penggunaan Air 2022 dan 2023

Efficient Water Usage

By the year 2080, it is projected that around 1.8 billion of the world's population will not have access to water supply due to worsening water crisis at a global level.

To support efforts to conserve water resources and encourage its prudent use, NIOSH implemented several initiatives including targeting a 5% reduction in water use from the established baseline.

NIOSH also enforced utility guidelines and regular monitoring of water leaks in every toilet and faucet on its premises. Furthermore, NIOSH implemented an initiative to recycle rainwater for use in watering plants and for washing or cleaning work.

Table 1: Water Usage Rate 2022 and 2023

Januari - Oktober /
January - October 2022

RM 81,954.40
m³ 28,680

Januari - Oktober /
January - October 2023

RM 87,002.46
m³ 30.503



Penggunaan Tenaga

NIOSH sentiasa memberi fokus kepada kecekapan penggunaan tenaga elektrik dalam operasi harian. Bagi mencapai sasaran yang ditetapkan, inisiatif penjimatan tenaga telah dilaksanakan seperti berikut:

- Memantau penggunaan tenaga secara bulanan (penetapan pengurangan 5% daripada garis dasar yang ditetapkan)
- Mematuhi dan menguatkuasakan garis panduan penjimatan utiliti
- Membuat perolehan peralatan elektrik cekap tenaga (5-star rating)
- Mengguna tenaga solar bagi lampu jalan di premis NIOSH
- Menghadkan waktu operasi sistem penyejuk (chiller)

Jadual 3: Kadar Penggunaan Elektrik 2022 dan 2023



Energy Usage

NIOSH constantly focuses on efficiency of electricity use in daily operations. In order to achieve its set target, energy saving initiatives were implemented as follows:

- Monitor energy consumption on a monthly basis (setting a 5% reduction from the set baseline)
- Adhere to and enforce utility savings guidelines
- Procurement of energy-efficient electrical equipment (5-star rating)
- Using solar energy for street lights at NIOSH premises
- Limit the operation time of the cooling system (chiller)

Table 3: Electricity Usage Rate 2022 and 2023

Pengurusan Bahan, Sisa dan Efluen

Pengurangan sisa adalah penting bagi memulihara alam sekitar. NIOSH telah mengambil langkah menangani sisa yang terhasil daripada aktiviti teras yang dilaksanakan seperti sisa domestik, kitar semula, sisa bahan buangan terjadual dan sisa efluen.

Di NIOSH, sisa domestik terhasil dari sisa pembersihan dan sisa cafeteria. Oleh itu, NIOSH memastikan ianya dibawa keluar ke tapak pelupusan sampah oleh kontraktor yang dilantik.

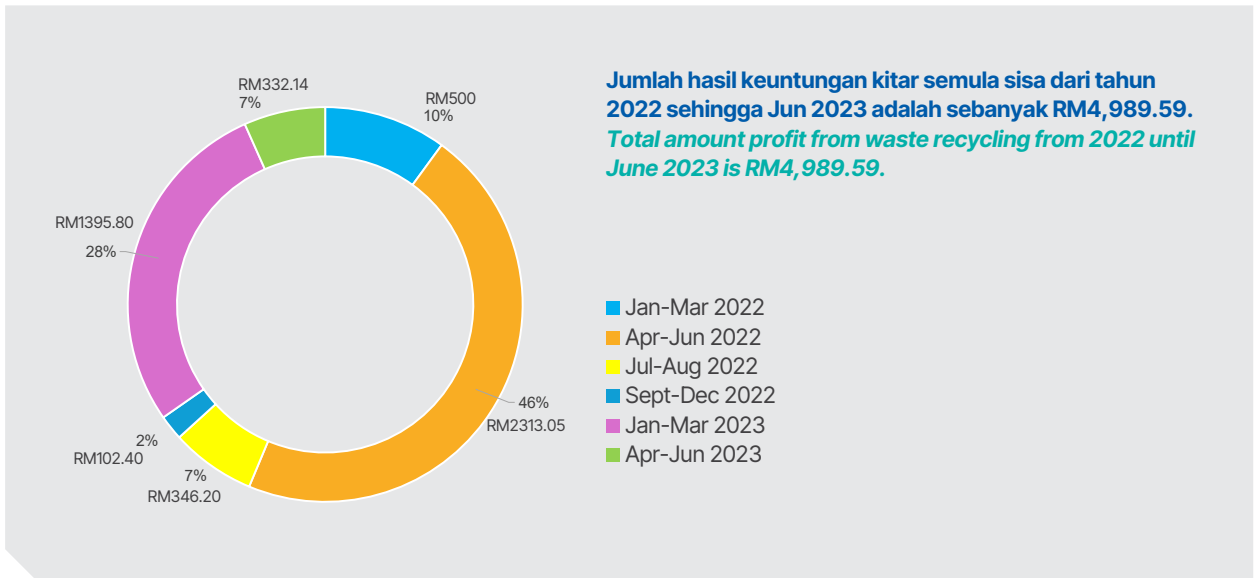
Bermula dari tahun 2022, NIOSH berjaya mengitar semula lebih daripada 40% jumlah sisa yang dijanakan oleh operasinya. Pada masa yang sama NIOSH turut berusaha mengurangkan penghasilan sisa bagi tahun 2023.

Raw Materials, Product Waste and Effluents Management

Product waste reduction is important so as to conserve the environment. NIOSH took steps to deal with waste reduction through core activities such as domestic waste, recycling, scheduled waste, and effluent waste.

At NIOSH, domestic waste results from cleaning waste and cafeteria waste. Therefore, NIOSH ensures that it is taken out to the landfill by an appointed contractor.

Starting from 2022, NIOSH managed to recycle more than 40% of the total waste generated by its operations. At the same time, NIOSH is also working to reduce waste production for the year 2023.



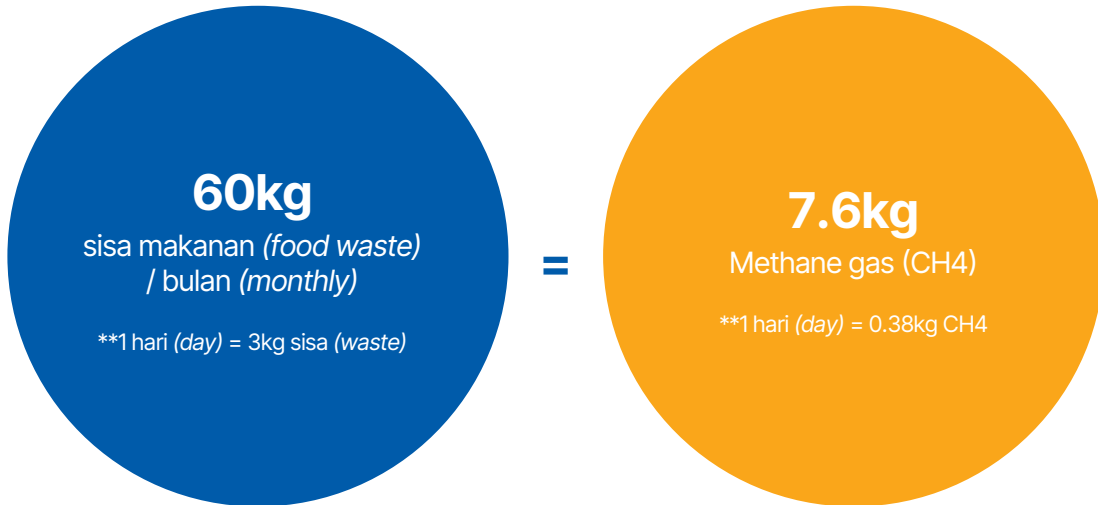
NIOSH turut memastikan pengurusan sisa bahan buangan terjadual di premis NIOSH dilaksanakan dengan teratur dan mengikut peraturan yang ditetapkan pihak berkuasa.

NIOSH ensures that the management of scheduled waste at NIOSH premises is carried out in an orderly manner and in accordance to the rules set by local authorities.



Bagi menangani sisa makanan dari kafeteria dan mengurangkan kuantiti yang dihantar ke tapak pelupusan sampah, NIOSH telah melaksanakan inisiatif menukarkan bahan tersebut kepada baja kompos.

To deal with food waste from the cafeteria and to reduce the quantity sent to landfills, NIOSH implemented an initiative to convert the material into compost.



NIOSH juga telah memastikan sisa effluen ditapis sebelum disalurkan ke dalam sistem pembentung dengan menggunakan perangkap minyak (grease trap) yang dipasang di beberapa lokasi strategik di kafeteria NIOSH.

Furthermore, NIOSH ensured that effluent waste is filtered before flowing into the sewer system by using grease traps installed in several strategic locations in NIOSH cafeteria

Penggunaan Bahan Mentah Mesra Alam

Sebagai sebuah institut yang bertanggungjawab melaksanakan latihan berkaitan KKP, NIOSH turut berperanan menggalakkan penggunaan produk mesra alam sekitar.

Bermula dari tahun 2020, NIOSH telah menguatkuasakan larangan penggunaan plastik di premisnya terutamanya di kafeteria. Sebagai alternatif, NIOSH telah menyediakan bekas makanan, minuman dan penyedut minuman yang dibuat daripada bahan mesra alam. Selain itu, NIOSH turut menggalakkan pekerja membawa bekas makanan sendiri dan beg kitar semula ke kafeteria NIOSH. Penggunaan bekas air kaca juga telah dilaksanakan untuk semua mesyuarat di premis NIOSH.

Biodiversiti dan Penghijauan Semula

Pemuliharaan biodiversiti dan penghijauan semula amat penting untuk mencegah kepupusan spesies flora dan fauna. Bagi menyokong usaha ini, NIOSH telah melaksanakan Kempen Penanaman Pokok di sekitar premis NIOSH, yang merupakan sebahagian tanggungjawab untuk menggantikan semula pokok yang telah ditebangkan untuk penghasilan kertas.

Sebanyak 40 pokok telah ditanam yang dianggarkan mampu menghasilkan 4,717.360kg oksigen setahun.

Use of Environmentally Friendly Raw Materials

As an institute responsible for implementing OSH-related training, NIOSH plays a role in encouraging the use of environmentally friendly products.

Starting from 2020, NIOSH enforced a ban on the use of plastic on its premises, especially in its cafeteria. As an alternative, NIOSH provided food and beverage containers along with straws made from environmentally friendly materials. In addition, NIOSH encouraged its employees to bring personal food containers and recycling bags to its cafeteria. The use of glass water containers was also implemented for all meetings at NIOSH premises.

Biodiversity and Revegetation

Biodiversity conservation and revegetation are very important so as to prevent the extinction of flora and fauna species. To support this effort, NIOSH implemented a Tree Planting Campaign around NIOSH premises as part of the institution's responsibility to replace trees that were felled for paper production.

A total of 40 trees were planted and are estimated to produce 4,717.360kg of oxygen per year.



Aktiviti Penanaman Pokok
Tree Planting Activity

Bagi mendedahkan kakitangan NIOSH kepada kepentingan memulihara alam sekitar, NIOSH telah melaksanakan ekspedisi mendaki gunung dan menggalakkan mereka memungut sampah di sepanjang trek.

To expose NIOSH employees to the importance of conserving the environment, NIOSH implemented mountain climbing expeditions and encouraged staff to pick-up trash along the trek.



Sosial

Penglibatan dan Sokongan Pekerja

Penglibatan pekerja dalam setiap keputusan dan inisiatif organisasi mampu meningkatkan semangat selain memberi motivasi untuk mereka memberikan perkhidmatan terbaik. Sehubungan itu, NIOSH telah berkongsi maklumat tentang kepentingan ESG dengan kakitangannya dan bagaimana mereka boleh bersama-sama menjayakannya. Antara perkara yang telah dilaksanakan adalah seperti berikut:



Terlibat dengan Program Kutip Sampah Riadah (KUDAH)
Participated in the Riadah (KUDAH) Garbage Collection Programme



Penjimatan Air dan Elektrik di Pejabat NIOSH
Water and Electricity Use Reduction in NIOSH offices



Mengemaskini aspek impak yang melibatkan kakitangan NIOSH
Updating Impactful Aspects Involving NIOSH Staff



Menjalankan mesyuarat NOSHERTCOM
Conducting NOSHERTCOM Meetings

Social

Employee Engagement and Support

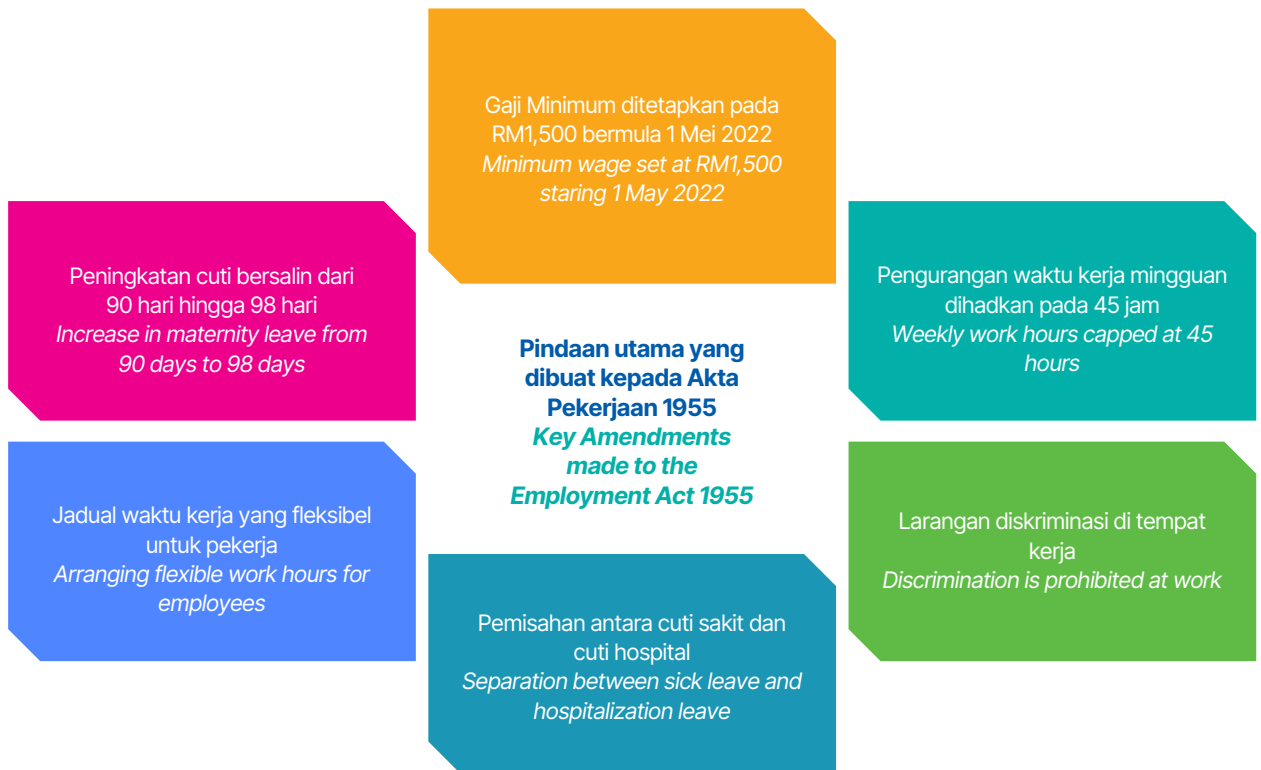
Employee involvement in every organisational decision and initiative is able to increase morale as well as motivate them to provide the best of service. Accordingly, NIOSH has shared information about the importance of ESG with its staff and how they can work together to make it happen. Among the things that were implemented are as follows:

Pematuhan Akta Kerja 1955

Akta Kerja 1955 (Pindaan 2022) yang dikuatkuasakan pada 1 Januari 2023 amat penting bagi memperkasa hubungan di antara pekerja dan juga majikan serta menjaga kebajikan pekerja. NIOSH mengambil pendekatan proaktif untuk memastikan peruntukan undang-undang tersebut dipatuhi agar kebajikan pekerja terus terpelihara.

Compliance with Employment Act 1955

The Employment Act 1955 (Amendment 2022) which came into force on 1 January 2023 is very important so as to strengthen the relationship between employees and employers as well as safeguard the welfare of employees. NIOSH takes a proactive approach to ensure that the provisions of the law are followed to maintain the welfare of workers.

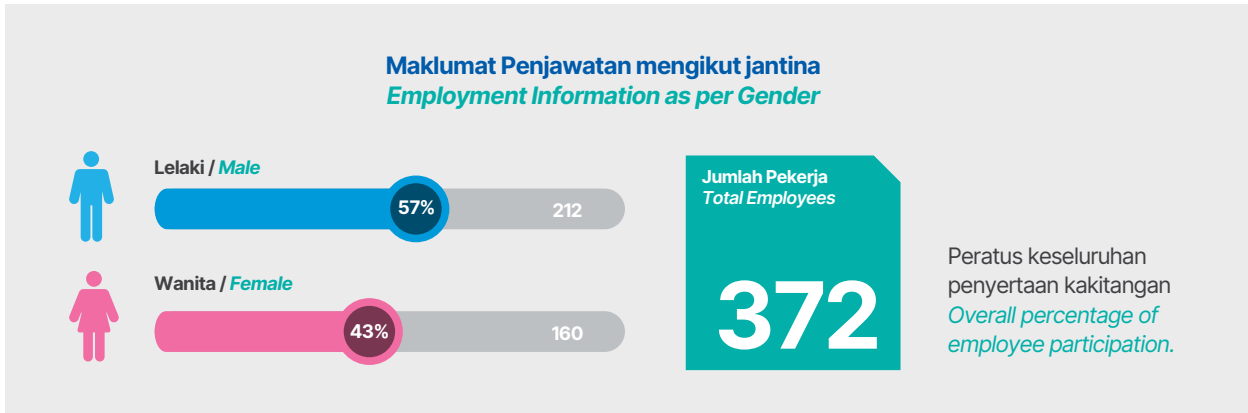


Peluang Pekerjaan dan Kenaikan Pangkat Sama Rata

Peluang pekerjaan dapat menurunkan kadar pengangguran dan meningkatkan taraf hidup rakyat. Hasil pendapatan yang diperoleh para pekerja juga membantu menjana ekonomi negara.

Equal Employment and Promotion Opportunities

Job opportunities can lower the unemployment rate and improve citizens' living standards. The income earned by workers will also help generate the national economy.



Bagi menjayakan inisiatif ini, NIOSH telah melaksanakan pendekatan menyeluruh untuk mengenalpasti dan menangani secara proaktif sebarang halangan sistemik yang mungkin menyekat peluang kakitangan untuk meningkatkan kerjaya mereka. Pada masa yang sama, program kesedaran turut dilaksanakan bagi memastikan setiap kakitangan di NIOSH diberi layanan yang baik tidak kira jawatan, mahupun jantina.

To make this initiative a success, NIOSH implemented a comprehensive approach to proactively identify and address any systemic barriers that may be limiting staff's opportunities to advance their careers. Meanwhile, an awareness programme was also implemented to ensure that every staff member at NIOSH is treated well regardless of position or gender.



Hak kepada kakitangan bekerja.
Employee rights to work



Meberi peluang pekerjaan dan gaji yang sama kepada wanita
Equal employment and wage opportunities for women



Keadilan sosial sesama kakitangan
Social fairness among staff



Layanan secara adil pada kakitangan
Impartial treatment towards all staff



Memberi peluang pekerjaan yang sama kepada wanita (Women Empowerment).
Equal employment opportunity for women (Women Empowerment).

Pengendalian Maklum Balas

Bagi memastikan setiap aduan dan maklum balas ditangani dengan pantas dan berkesan, NIOSH menyediakan pelbagai saluran komunikasi untuk dihubungi oleh pelanggan dan juga kakitangan seperti berikut:

1. Sistem Maklum Balas Pelanggan
2. E-Penilaian
3. whistleblower@niosh.com.my
4. Sesi Kaunseling
5. Menyertai Kerohanian
6. Majlis Bersama Jabatan (MBJ)
7. Kesatuan Sekerja (UNION)

Handling Feedback

To ensure that every complaint and feedback is dealt with quickly and effectively, NIOSH provides various communication channels for customers and staff to contact as follows:

1. *Customer Feedback System*
2. *E-Assessment*
3. *whistleblower@niosh.com.my*
4. *Counseling Session*
5. *Spirituality Engagement*
6. *Inter-department Event (MBJ)*
7. *Trade Unions (UNION)*

Program Peningkatan Kemahiran

NIOSH turut mengambil pendekatan proaktif untuk meningkatkan kemahiran pekerja melalui pelaburan pembangunan bakat dan kerjaya kakitangan. Bagi memastikan setiap kakitangan berpeluang meningkatkan kemahiran masing-masing, NIOSH telah menyediakan pelan latihan tahunan untuk mereka menyertai program kesedaran, latihan dan kompetensi. Mereka juga berpeluang menyertai program khusus berkaitan sistem pengurusan dan audit serta diberi peluang memberi maklum balas untuk menambah baik kursus dan latihan yang dijalankan.

Skills Improvement Programme (Upskilling)

NIOSH takes a proactive approach to improving employee skills through investment in staff talent and career development. To ensure that every employee has the opportunity to improve their skills, NIOSH prepared an annual training plan for them to participate in awareness, training and competency programmes. Employees also have the opportunity to participate in specific programmes related to management and audit systems, and are given the opportunity to provide feedback in order to improve the courses and trainings that are conducted.



Komuniti

Melalui khidmat komuniti, NIOSH berhasrat mempromosi gaya hidup sihat dan menggalakkan kakitangannya mengamalkan prinsip "ringan tulang" demi membantu mereka yang memerlukan. Ia juga mampu membentuk keperibadian mulia serta memperkukuh kerjasama di antara kakitangan dan masyarakat. NIOSH komited untuk melaksanakan tanggungjawab sosialnya melalui program yang memberi manfaat kepada masyarakat seperti berikut:

Community

Through community service, NIOSH aims to promote a healthy lifestyle and encourage its staff to practice the principle of "diligence" to help those in need. This principle enables a person to form a noble personality as well as strengthen cooperation between staff and local communities. NIOSH is committed to fulfilling its social responsibility through programmes that benefit the community as follows:

1. Program OSH di Sekolah (OSH in School)



Program OSH di Sekolah (OSH in School) yang telah dijalankan di Sekolah Menengah Kebangsaan Nilai, Negeri Sembilan.

OSH in School held at Sekolah Menengah Kebangsaan Nilai, Negeri Sembilan.

2. Bantuan Mangsa Banjir / *Assistance to Flood Victims*



Program Bantuan Mangsa Banjir untuk meringankan beban kakitangan NIOSH yang terjejas.

Flood Victims Assistance Programme to relief affected NIOSH staff.

3. Program OSHTalk / *OSHTalk Programme*



137 program OSHTalk dianjurkan dari bulan Januari ke Oktober 2023

137 OSHTalk programmes were conducted from January to October 2023

4. Program MITRA / *MITRA Programme*

Program yang dijalankan NIOSH bersama-sama dengan Unit Transformasi Masyarakat India Malaysia (MITRA), Jabatan Perdana Menteri, ini bertujuan untuk memberi latihan kompetensi dan nilai tambah kepada masyarakat India, khususnya dari golongan B40. Sejumlah 1,300 peserta telah mendaftarkan diri untuk menyertai program MITRA di NIOSH. Turut disediakan adalah penginapan dan makanan secara percuma serta elaun latihan.

The MITRA programme conducted by NIOSH together with the Malaysian Indian Community Transformation Unit (MITRA) of the Prime Minister's Department, aims to provide competence training and added value to the Indian community especially from the B40 group. A total of 1,300 participants registered to participate in the MITRA programme at NIOSH. Also provided was free accommodation and food as well as a training allowance.



Memberikan peluang pekerjaan kepada masyarakat India, khususnya golongan B40.

Providing employment opportunities to the Malaysian Indian Community especially the B40 group

Menyediakan 4 pakej kursus di NIOSH
Prepared 4 Course packages at NIOSH

SHO

OSH-C

TTT

SHF

5. Seminar Orang Yang Bertanggungjawab: Penyelia Penginapan dan Kemudahan Pekerja (PPKP) / *Person-in-Charge Seminar: Employee Accommodation and Facility Supervisor (PPKP)*

Seminar ini diadakan bagi menerangkan tanggungjawab majikan, penyedia penginapan berpusat, dan orang yang bertanggungjawab. Antara lain, para peserta didedahkan kepada maklumat berkaitan bahaya, risiko dan prosedur kerja selamat. Semua ini selaras dengan keperluan Akta Standard Minimum Perumahan, Penginapan dan Kemudahan Pekerja 1990 (Akta 446). Program bermula pada 17 November 2023 dengan sasaran 500 peserta.

This seminar is held to explain the responsibilities of employers, accommodation centre providers, and persons-in-charge. The participants are exposed to information related to hazards, risks, and safe work procedures. All this is in line with the requirements of the Minimum Standards of Housing, Accommodation, and Workers' Facilities Act 1990 (Act 446). The programme began on 17 November 2023 with a target of 500 participants.

Keselamatan dan Kesihatan

1. Laporan Kemalangan dan Penyiasatan

Aspek KKP amat dititikberatkan di NIOSH bagi melindungi para pekerja dan mereka yang berada di premis NIOSH. Oleh kerana insiden atau kemalangan di tempat kerja boleh berlaku pada bila-bila masa, pihak pengurusan NIOSH bertanggungjawab memastikan kakitangannya mengambil langkah-langkah proaktif untuk mengurangkan risiko berlakunya insiden atau kemalangan di samping menyediakan persekitaran kerja yang selamat. Berikut adalah perbandingan kemalangan dan penyakit di NIOSH bagi tahun 2022 dan 2023:

Safety and Health

1. Accident Reports and Investigations

The OSH aspect is highly emphasised at NIOSH to protect workers and those who are on NIOSH premises. Since incidents or accidents in the workplace can occur at any time, NIOSH management is responsible for ensuring that its employees take proactive measures to reduce any risk of incidents or accidents while providing a safe work environment. Here is a comparison of accidents and illnesses at NIOSH for 2022 and 2023:

KEMALANGAN / ACCIDENTS

2022

5

2023

3

PENYAKIT / DISEASES

2022

211

2023

12

Namun, perlu dijelaskan bahawa data kemalangan ini adalah gabungan beberapa kategori seperti kemalangan nyaris, kecederaan, kemalangan perjalanan pergi dan balik kerja serta kerosakan harta benda. Manakala penyakit pula merangkumi penyakit pekerjaan dan penyakit berjangkit. Jumlah penyakit pada tahun 2022 lebih tinggi berbanding tahun 2023 disebabkan ramai kakitangan NIOSH yang disahkan positif SARS COVID-19. Laporan sebegini akan dibentangkan di dalam Mesyuarat Jawatankuasa Keselamatan dan Kesihatan Pekerjaan, Alam Sekitar dan Lalu Lintas Jalan Raya NIOSH setiap 3 bulan.

However, it should be clarified that this accident data is a combination of several categories such as near misses, injuries, accidents traveling to and from work, and property damage. While diseases on the other hand include occupational diseases or infectious diseases. The number of illnesses in 2022 is higher than in 2023 due to many NIOSH staff being confirmed positive for SARS COVID-19. These reports will be presented at the NIOSH Occupational Safety and Health, Environment and Road Traffic Committee Meetings every 3 months.

2. Program Keselamatan dan Kesihatan Pekerjaan (KKP)

NIOSH telah melaksanakan program-program KKP bagi meningkatkan kesedaran dan pengetahuan kakitangan terhadap kepentingan persekitaran kerja yang selamat dan sihat. Antara program dan aktiviti yang dilaksanakan ialah:

3. Ujian Saringan Kesihatan dan Kecerdasan Kakitangan NIOSH.

Aktiviti anjuran Jawatankuasa Keselamatan dan Kesihatan Pekerjaan, Alam Sekitar dan Keselamatan Trafik Jalan Raya NIOSH (NOSHERTCOM) ini telah dijalankan pada Mac 2022 dengan kerjasama Kluster Kesihatan Pekerjaan. Dibuka untuk kakitangan ibu pejabat NIOSH, aktiviti ini dilaksanakan untuk memberi kesedaran mengenai gaya hidup sihat sambil mengetahui tahap kecergasan dan kesihatan para pekerja. Pelbagai saringan kesihatan telah dibuat untuk menentukan Indeks Jisim Badan (BMI) serta melihat sama ada kakitangan yang terbabit mempunyai masalah darah tinggi atau mempunyai kadar glukos dan kolesterol yang tinggi.

4. Aktiviti Minda Sihat NIOSH

Sempena sambutan Hari Kesihatan Mental Sedunia 2022 yang bertemakan "Kesihatan dan Kesejahteraan Mental Keutamaan Global", NIOSH dengan kerjasama Jawatankuasa Minda Sihat dan NOSHERTCOM, telah menganjurkan program mingguan sepanjang bulan Oktober 2022. Program khas untuk kakitangan NIOSH dan NIOSH Certification Sdn Bhd. Ianya merupakan hasil komitmen pengurusan tertinggi NIOSH untuk mempromosikan kesedaran tentang kepentingan kesihatan mental.

2. Occupational Safety and Health Programme (OSH)

NIOSH implemented OSH programmes to increase staff awareness and knowledge of the importance of a safe and healthy work environment. Among the programmes and activities implemented are:

3. NIOSH Personnel Health and Aptitude Screening Test.

This activity was organised by the NIOSH Occupational Safety and Health, Environment and Road Traffic Safety Committee (NOSHERTCOM), and it was carried out in March 2022 in collaboration with the Occupational Health Cluster. Open to NIOSH headquarters staff, this activity was implemented to raise awareness about healthy lifestyles and to gauge the fitness and health levels of employees. Various health screenings were made to determine Body Mass Index (BMI) and to see if staff have high blood pressure, high glucose or high cholesterol levels.

4. NIOSH Healthy Minds Activities

In conjunction with the celebration of World Mental Health Day 2022, which was themed "Health and Mental Well-being - A Global Priority", NIOSH in collaboration with the Healthy Mind Committee and NOSHERTCOM organised a weekly programme for the month of October 2022. It was a special programme for NIOSH and NIOSH Certification Sdn Bhd staff. This weekly programme was a result of NIOSH top management's commitment to promote awareness of the importance of mental health.



No	Aktiviti Minda Sihat <i>Mental Health Activities</i>	Jumlah Peserta <i>Participant Count</i>
1.	Komunikasi di tempat kerja: hubungan antara individu dan ahli pasukan <i>Workplace communication: relationships between individuals and team mates</i>	100
2.	Relaksasi dan terapi seni / <i>Relaxation & art therapy</i>	23
3.	Terapi senaman kesihatan mental / <i>Mental health exercise therapy</i>	30
4.	Awareness seminar on psychosocial risk management at the workplace <i>Seminar pengenalan kepada pengurusan risiko psikososial di tempat kerja</i>	454

Senaman Kesihatan Minda *Mental Health Exercise*



Gambar 1: Saringan tekanan darah
Image 1: High Blood Pressure Screening



Gambar 2: Penerangan Program
Image 2: Programme Briefing



Gambar 3: Sesi Senaman Kardiovaskular
Image 3: Cardiovascular Exercise Session



Sesi futsal tangan
Image 4: Hand Futsal Session



Gambar 5: Sesi Terapi Relaksasi Imejan Berpandu
Image 5: Guided Imagery Relaxation Therapy Session



Gambar 5: Sesi PNF Tenangkan Diri
Image 5: PNF Cooling Down Session

5. Latihan Penggunaan Peralatan Automated External Defibrillator (AED)

Latihan ini dijalankan khusus untuk kakitangan yang telah dilantik sebagai Orang yang Bertanggungjawab untuk mengendalikan peralatan AED. Alat ini merupakan satu keperluan di bawah KKP di mana mereka yang bertanggungjawab perlu diberikan latihan dan pengetahuan secukupnya mengenai setiap peralatan untuk latihan atau kecemasan yang akan digunakan di dalam premis NIOSH.

5. Training for Automated External Defibrillator (AED) Equipment Use

This training is conducted specifically for personnel who are appointed as Responsible Persons for operating AED equipment. Training for the use of this equipment is a requirement under OSH. Those in charge need to be given sufficient training and knowledge for each equipment as and when it would be used for training or for an emergency on NIOSH premises.



6. Mesyuarat NOSHERTCOM

Mesyuarat ini dilaksanakan setiap 3 bulan sekali di mana pelbagai isu berkaitan dengan KKP, alam sekitar dan keselamatan lalu lintas jalan raya dibincangkan bagi mencapai objektif dan sasaran (OTP) yang ditetapkan.

6. NOSHERTCOM Meeting

This meeting is held once every 3 months in which, various issues related to OSH, the environment, and road traffic safety are discussed to achieve the set objectives and targets (OTP).

7. Pemeriksaan Tempat Kerja (WPI)

Pemeriksaan tempat kerja dilaksanakan setiap bulan di Ibu Pejabat NIOSH manakala 2 bulan sekali di Pejabat Wilayah NIOSH. Ia meliputi keseluruhan tempat kerja di premis NIOSH dan laporan pemeriksaan akan dibentangkan di dalam mesyuarat NOSHERTCOM bagi menentukan langkah kawalan yang berkesan.

7. Workplace Inspection (WPI)

Workplace inspections are conducted monthly at NIOSH Headquarters while at NIOSH Regional Offices on a bi-monthly schedule. It covers the entire workplace on NIOSH premises and inspection reports will be presented at NOSHERTCOM meetings to determine effective control measures.

8. Pemeriksaan Jentera yang Berdaftar oleh Jabatan Keselamatan dan Kesihatan Pekerjaan (JKKP)

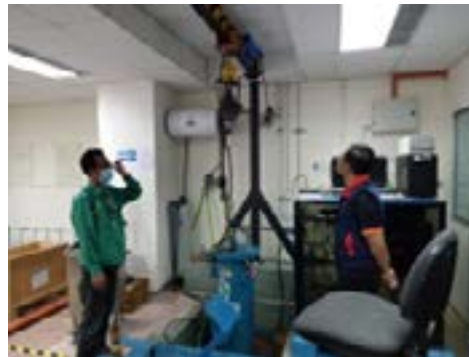
Sebanyak 12 Jentera di dalam premis NIOSH telah berdaftar dengan JKKP dan kesemua jentera tersebut masih sah digunakan dan belum tamat tempoh. Pemeriksaan akan dijalankan mengikut perancangan yang telah ditetapkan oleh pihak JKKP. Antara jentera-jentera NIOSH yang berdaftar dengan JKKP adalah seperti berikut:

- 1) Lif
- 2) Monorel Pengangkat
- 3) Monorail Kren
- 4) Penerima Udara Mendatar
- 5) Penerima Air Dancomair
- 6) Autoklaf

8. Inspection of Machinery Registered by the Occupational Safety and Health Department (DOSH)

A total of 12 machines at NIOSH have been registered with DOSH and all the machines are still valid for use and have not expired. The inspections are carried out according to the plan set by the DOSH. Among the NIOSH machines registered with DOSH are as follows:

- 1) Lift
- 2) Hoist Monorail
- 3) Crane Monorail
- 4) Horizontal Air Receiver
- 5) Dancomair Air Receiver
- 6) Autoclave



Pemeriksaan yang dijalankan oleh Pegawai Jabatan Keselamatan dan Kesihatan Pekerjaan.
Inspections conducted by Occupational Safety and Health Department Officers.

9. Audit Keselamatan dan Kesihatan Pekerjaan

Setiap tahun, Jabatan Keselamatan dan Kesihatan (JKKP) melaksanakan audit KKP bagi menilai penambahbaikan berterusan proses dan aktiviti yang dijalankan di NIOSH. Penilaian yang dijalankan dikenali sebagai Penilaian KKP di Tempat Kerja (OSHWA).

9. Occupational Safety and Health Audit

Every year, the Department of Safety and Health (DOSH) conducts an Health, Safety and Environmental (HSE) audit to assess continuous improvement of processes and activities carried out at NIOSH. The assessment is known as OSH Workplace Assessment (OSHWA).



10. Taklimat Keselamatan dan Kecemasan Kepada Kontraktor (Tool Box Meeting)

Taklimat keselamatan yang dikenali sebagai Tool Box Meeting diberikan kepada kontraktor yang ingin bekerja di dalam NIOSH. Mereka akan dimaklumkan mengenai aspek keselamatan dan kecemasan sebelum dibenarkan untuk melakukan pekerjaan yang melibatkan risiko yang tinggi. Kontraktor yang ingin menjalankan aktiviti di premis NIOSH diwajibkan untuk menghadiri kursus induksi keselamatan.

10. Safety and Emergency Briefing for Contractors (Tool Box Meeting)

Safety briefings known as Tool Box Meetings are given to contractors who wish to have contractual work at NIOSH. They will be informed about safety and emergency aspects before being allowed to do work that involves high risk. Contractors who wish to conduct activities on NIOSH premises are required to attend a safety induction course.



11. Penggunaan Sistem E-Permit

E-Permit adalah sistem atas talian bagi permohonan aktiviti di dalam premis NIOSH. Penggunaan E-Permit bertujuan untuk mengawal risiko aktiviti yang dijalankan di dalam sesuatu tapak kerja dengan mengetahui jenis kerja, lokasi, peralatan pelindung diri dan peralatan kerja yang digunakan serta maklumat penting yang lain.



11. Use of the E-Permit system

E-Permit is an online system application form to conduct activities on NIOSH premises. The use of E-Permit aims to control risk on activities carried out at a work site by knowing the type of work, location, personal protective equipment and work equipment used as well as other important information.



12. Latihan Tindakan Kecemasan Bagi Kebocoran Gas

Latihan tindakan kecemasan bagi kebocoran gas ini dilaksanakan untuk memberikan pendedahan, terutamanya kepada kakitangan makmal dan ahli NIOSH Emergency First Response Team (NEFT), tentang cara untuk bertindak awal sekiranya berlaku situasi kecemasan. Latihan ini membolehkan mereka untuk bertindak awal dan mengendalikan keadaan apabila berlakunya insiden kebocoran gas di kawasan makmal NIOSH. Latihan tahunan yang dilaksanakan di Ibu Pejabat NIOSH ini merupakan salah satu keperluan utama di dalam pelaksanaan Sistem Pengurusan KKP ISO 45001:2018 (OSHMS).

12. Emergency Action Training for Gas Leaks

Emergency response training for gas leaks is implemented to provide exposure, especially to laboratory staff and NIOSH Emergency First Response Team (NEFT) members on how to act immediately in the event of an emergency situation. This training allows them to act speedily and handle a situation when a gas leak incident occurs in the NIOSH laboratory area. The annual training conducted at NIOSH Headquarters is one of the main requirements in the implementation of the ISO 45001:2018 OSH Management System (OSHMS).



13. Latihan Kawad Kecemasan Bagi Pengungsian Bangunan

Latihan ini dilaksanakan bagi memberi pendedahan kepada kakitangan NIOSH, peserta kursus dan kontraktor dalam NIOSH tentang cara untuk bertindak awal sekiranya berlaku situasi kecemasan seperti kebakaran. Seterusnya, latihan ini juga memberi pengalaman kepada pasukan NEFT untuk bertindak dan mengawal keadaan yang mencemaskan. Akhirnya, latihan tahunan yang dilaksanakan di Ibu Pejabat NIOSH ini juga merupakan salah satu keperluan utama di dalam pelaksanaan Sistem Pengurusan KKP ISO 45001:2018 (OSHMS).



13. Emergency Drill Training for Building Evacuation

This training is implemented to give exposure to NIOSH staff, course participants, and NIOSH internal contractors on how to act early in the event of an emergency situation such as a fire. Furthermore, this drill exercise also provides experience to the NEFT team to act and control an alarming or critical situation. Finally, the annual training conducted at NIOSH Headquarters is also one of the main requirements in the implementation of the ISO 45001:2018 OSH Management System (OSHMS).



14. Latihan Pemanduan Selamat dan Defensif (Safe and Defensive Driving)

Pemanduan defensive adalah tabiat proaktif untuk mengenalpasti bahaya di jalan raya. Sasaran utama Latihan Keselamatan Pemanduan dan Defensif (SDD) dilaksanakan bagi kakitangan NIOSH adalah untuk mengurangkan risiko kemalangan, mengurangkan kos bahan api, kos penyelenggaraan dan pembaikan kenderaan.

Sebagai sebuah institusi yang menekankan KKP, menghadiri program latihan yang relevan adalah wajib bagi semua warga kerja NIOSH. Bagi mereka yang akan menggunakan kenderaan NIOSH, mereka juga diwajibkan menjalani latihan SDD sebelum mereka dibenarkan menggunakan kenderaan rasmi NIOSH atau sebelum didaftarkan sebagai Pemandu Bertauliah (CD). Bagi mencapai sasaran yang ditetapkan, NIOSH telah melaksanakan 5 siri program Latihan SDD sepanjang tahun 2023 dan seramai 112 orang kakitangan NIOSH telah berjaya

14. Safe and Defensive Driving Training

Defensive driving is a proactive habit of identifying dangers on the road. The main goal of Safety and Defensive Driving Training (SDD) being implemented for NIOSH personnel is to reduce the risk of accidents and decrease fuel, vehicle maintenance and repair costs.

As an institution that emphasises OSH, attending relevant training programmes is mandatory for all NIOSH employees. For those who would be utilizing NIOSH vehicles, it is also mandatory for them to undergo SDD training before they are allowed to use NIOSH official vehicles or prior to being registered as Certified Drivers (CD). In order to achieve the set target, NIOSH implemented 5 series of SDD training programmes throughout the year 2023 in which, a total of 112 NIOSH staff were successfully trained. They passed the theoretical and practical safe driving skills test. Continuous

dilatih serta lulus ujian kemahiran pemanduan selamat secara teori dan praktikal. Peningkatan kompetensi yang berterusan dalam kalangan pemandu dan AD NIOSH dijalankan secara berterusan berdasarkan jadual yang telah ditetapkan bagi memastikan pemandu NIOSH mempunyai kemahiran, pengetahuan dan sikap terbaik semasa pemanduan.

competency improvement among drivers and NIOSH Certified Drivers (CD) is incorporated consistently based on a set schedule to ensure that NIOSH drivers have the best skills, knowledge and attitude while driving.

Kursus SDD SDD Course	Tarikh Date	Bilangan Peserta Number of Participants	Lokasi Location	Jumlah Total
Siri / Series 1	1 – 2 Jun / June	26	HQ	112
Siri / Series 2	22 -23 Jun / June	12		
Siri / Series 3	8 – 9 Ogos / Aug	24		
Siri / Series 4	15 – 16 Ogos / Aug	27		
Siri / Series 5	22 – 23 Ogos / Aug	23		

Rekod Latihan Pemanduan Selamat dan Defensif (SDD) NIOSH.
NIOSH Safe and Defensive Driving (SDD) Training Record.



Kursus Kesedaran ISO 39001: 2012 secara atas talian untuk kakitangan NIOSH.
ISO 39001: 2012 Awareness Course conducted online for NIOSH staff.



Latihan Pemanduan Selamat dan Defensif (SDD) NIOSH secara bersemuka.
Safe Driving and Defensive Training (SDD) conducted In-person at NIOSH



Taklimat Kesedaran Berkaitan RTSMS Kepada Kakitangan di Ibu Pejabat Dan Pejabat Wilayah/ Satelit NIOSH.
Awareness Lecture Related to RTSMS conducted for HQ Staff and NIOSH Regional/Satellite Offices.

Tadbir Urus

Tadbir urus atau governans merupakan satu konsep dalam mentadbir dan mengurus sesuatu perkara. Tadbir urus yang baik pula dikaitkan dengan prinsip dalam pembahagian hak dan tanggungjawab dengan mengikut kerangka amalan integriti yang tinggi. Bagi memastikan tadbir urus yang baik dilaksanakan dalam organisasi, NIOSH telah menitikberatkan aspek Kepimpinan Lembaga Pengarah; Strategi Organisasi, Etika dan Pematuhan; Pengurusan Risiko; Sistem Pengurusan Anti-Rasuah; Saluran Aduan Integriti; Sistem Perakaunan dan Privasi Data.

KEPIMPINAN LEMBAGA PENGARAH

Lembaga Pengarah bertanggungjawab secara kolektif ke atas pengurusan perniagaan dan hal ehwal organisasi. Oleh itu, mereka perlu memberikan perhatian dan pertimbangan yang sewajarnya kepada perkara-perkara yang berkaitan dengan operasi dan organisasi dengan keseluruhannya. Sehubungan itu, NIOSH telah menggariskan tanggungjawab utama Lembaga Pengarah dan menubuhkan jawatankuasa yang dipengerusikan oleh ahli Lembaga Pengarah yang dilantik.

1. Tanggungjawab

Antara tanggungjawab utama Lembaga Pengarah dalam memastikan pengurusan perniagaan dan hal ehwal organisasi berada di tahap yang baik. Tanggungjawab tersebut adalah:

- Menentukan objektif, misi, strategi, dasar dan pelan perniagaan NIOSH
- Menetapkan pelan strategik dan memantau prestasi NIOSH
- Mewujudkan polisi berdasarkan operasi dan fungsi utama NIOSH
- Meluluskan, menyemak dan memantau prestasi kewangan NIOSH
- Memastikan pematuhan NIOSH kepada undang-undang dan piawaian yang berkaitan

Governance

Governance is a concept or action in administering and managing a matter. Good governance is linked to principles in the division of rights and responsibilities by following a framework of high integrity practices. To ensure that good governance is implemented in the organisation, NIOSH emphasised Leadership of the Board of Directors; Organisational Strategy, Ethics and Compliance; Risk Management; Anti-Corruption Management System; Integrity Complaint Channel; Accounting System; and, Data Privacy.

LEADERSHIP OF THE BOARD OF DIRECTORS

The Board of Directors is collectively responsible for the management of the business and affairs of the organisation. Therefore, they need to give due attention and consideration to matters related to operations and the organisation as a whole. Accordingly, NIOSH has outlined the main responsibilities of the Board of Directors and established committees chaired by appointed members of the Board of Directors.

1. Responsibilities

Among the main responsibilities of the Board of Directors is to ensure business management and organisational affairs are at a good level. The responsibilities are:

- *Define NIOSH's objectives, mission, strategy, policies and business plan*
- *Establish strategic plans and monitor NIOSH performance*
- *Create policies based on NIOSH key operations and functions*
- *Approve, review and monitor NIOSH financial performance*
- *Ensure NIOSH's compliance with relevant laws and standards*

2. Komposisi

Berikut merupakan komposisi Pengarah NIOSH:



10 Pengarah yang dilantik YBM Sumber Manusia, termasuk:
10 Directors are appointed by YBM Human Resource Including:

- Pengerusi / *Chairman*
- Timbalan Pengerusi / *Deputy Chairman*
- Pengarah Eksekutif / *Executive Director*
- Setiausaha Eksekutif / *Executive Secretary*
- 6 Pengarah / *6 Directors*

+

5 Pengarah yang dipilih melalui Mesyuarat Agung
5 Directors are selected through the Annual General Meeting

Senarai Jawatankuasa

Antara jawatankuasa yang dipengerusikan oleh Ahli-Ahli Lembaga Pengarah yang dilantik adalah:

- Jawatankuasa Pengurusan Pembangunan Insan
- Jawatankuasa Kewangan dan Pelaburan
- Jawatankuasa Keahlian
- Jawatankuasa Penyelidikan dan Pembangunan
- Jawatankuasa Pembangunan Perniagaan
- Jawatankuasa Pencalonan
- Jawatankuasa Audit, Integriti dan Governans

List of Committees

Among the committees chaired by the appointed Board Members are:

- *Human Development Management Committee*
- *Finance and Investment Committee*
- *Membership Committee*
- *Research and Development Committee*
- *Business Development Committee*
- *Nomination Committee*
- *Audit, Integrity and Governance Committee*

Strategi Organisasi

Sebagai sebuah agensi di bawah Kementerian Sumber Manusia (KSM), strategi NIOSH untuk kekal relevan sebagai institusi penyedia latihan KKP yang terkemuka di Malaysia. Ini adalah berdasarkan penanda aras yang ditetapkan di bawah Pelan Strategik KSM 2020-2025. Oleh itu, NIOSH telah membangunkan Pelan Strategik 2021-2025 dan Pelan Antirasuah 2021-2023 bagi menggariskan kerangka dan hala tuju NIOSH dengan lebih jelas dan berkesan.

1. Pelan Strategik Kementerian Sumber Manusia (KSM) 2020-2025

Pelan Strategik KSM menetapkan hala tuju dan strategi kementerian serta agensi dalam memacu pembangunan dan pengurusan sumber manusia negara. Ia dirangka berlandaskan 6 teras strategik iaitu:

- Mengutamakan pekerjaan kepada warganegara
- Meningkatkan pembangunan modal insan selaras dengan keperluan ekonomi negara
- Menjamin hak pekerja, majikan dan kesatuan sekerja dalam memelihara dan meningkatkan perhubungan perusahaan yang kondusif dan harmoni
- Meningkatkan tadbir urus keselamatan dan kesihatan dan kesihatan pekerjaan di tempat kerja
- Meningkatkan perlindungan keselamatan sosial yang komprehensif dan progresif
- Meningkatkan penyelidikan dan pembangunan sumber manusia dan perburuhan

2. Pelan Strategik NIOSH 2021-2025

Berdasarkan penanda aras daripada Pelan Strategik KSM, strategi perniagaan NIOSH untuk tahun 2021-2025 ditunjangi oleh dua 2 teras strategik iaitu:

- Untuk mengukuhkan kemampunan perniagaan
- Untuk meningkatkan standard KKP di tempat kerja

3. Pelan Antirasuah NIOSH 2021-2023

Terdapat 7 objektif strategik yang menjadi keutamaan NIOSH bagi memperkasa dan memperkukuhkan tadbir urus di organisasi. Antaranya adalah:

- Menambah baik sistem dan prosedur kerja
- Meningkatkan tahap kerahsiaan maklumat
- Memperkukuh tadbir urus dan pembudayaan integriti
- Meningkatkan pelaporan aduan integriti
- Menambah baik kecekapan perolehan pembekalan
- Menambah baik pembangunan sumber manusia
- Meningkatkan kecekapan dan ketelusan

Organisational Strategy

As an agency under the Ministry of Human Resources (KSM), NIOSH strategy is to remain relevant as the leading OSH training provider institution in Malaysia. This is based on benchmarks set under the KSM 2020-2025 Strategic Plan. Accordingly, NIOSH developed the Strategic Plan 2021-2025 and the Anti-Corruption Plan 2021-2023 to outline the framework and direction of NIOSH more clearly and effectively.

1. Strategic Plan of the Ministry of Human Resources (KSM) 2020-2025

KSM Strategic Plan sets the direction and strategy for ministries and agencies to drive the development and management of the country's human resources. It is designed based on 6 strategic cores namely:

- *Prioritising jobs for citizens*
- *Increase the development of human capital in line with the country's economic needs*
- *Guarantee the rights of employees, employers, and trade unions in maintaining and improving conducive and harmonious enterprising relations*
- *Improve safety and health governance and occupational health in the workplace*
- *Improve comprehensive and progressive social security protection*
- *Increase research and development of human and labour resources*

2. NIOSH Strategic Plan 2021-2025

Based on benchmarks from the KSM Strategic Plan, NIOSH business strategy for 2021-2025 is supported by two 2 strategic cores areas namely:

- *To strengthen business sustainability*
- *To improve OSH standards at the workplace*

3. NIOSH Anti-Corruption Plan 2021-2023

There are 7 strategic objectives that NIOSH prioritises to empower and strengthen governance in the organisation. Among them are:

- *Improve work systems and procedures*
- *Increase the level of confidentiality of information*
- *Strengthen governance and culture of integrity*
- *Improve reporting of integrity complaints*
- *Improve the efficiency of supply procurement*
- *Improve human resource development*
- *Increase efficiency and transparency*

Etika dan Pematuhan

NIOSH sentiasa berusaha menyemai budaya pematuhan terhadap prosedur kerja dan nilai integriti dan etika yang tinggi dalam kalangan warga kerjanya. Bagi mencapai objektif yang ditetapkan, NIOSH telah menubuhkan Unit Integriti & Governans (IGU) dan Unit Audit Dalaman (IAU) serta membangunkan polisi-polisi yang berkaitan.

1. Unit Integriti & Governans (IGU)

Sebagai arahan daripada YAB Perdana Menteri, Siri 1 No. 1 Tahun 2018 merupakan titik tolak kepada penubuhan IGU di NIOSH. IGU telah diluluskan penubuhannya oleh Lembaga Pengarah menerusi Mesyuarat Lembaga Pengarah bertarikh 21 Mac 2019 dengan tujuan utamanya untuk membendung salah laku integriti dalam kalangan warga kerja.

Antara fungsi teras IGU adalah:

- Pengesanan dan Pengesahan
- Pengurusan Aduan
- Pengukuhan Integriti
- Governans

Sepanjang tahun 2023, NIOSH melalui IGU menjalankan pelbagai aktiviti bagi menyemai nilai-nilai positif dalam diri warga kerja. Antaranya adalah:

- Ceramah Integriti
- 3 program ceramah telah dijalankan secara fizikal dan atas talian
- Akta SPRM 2009: 4 Kesalahan Utama Rasuah
- Tadbir Urus Terbaik Dalam Pengurusan Kewangan
- Gangguan Seksual di Tempat Kerja
- Kempen Integriti
- 2 kempen telah dijalankan di Ibu Pejabat dan di semua Pejabat-Pejabat NIOSH
- Hebahan Infografik berkaitan Polisi Hadiah
- Peletakan Kod QR Whistleblower di pejabat
- Pesanan Integriti
- 30 sesi telah dijalankan secara mingguan termasuk hebahan poster integriti

Ethics and Compliance

NIOSH constantly strives to instill a culture of compliance with work procedures and high values of integrity and ethics among its employees. In order to achieve the set objectives, NIOSH established an Integrity & Governance Unit (IGU) and an Internal Audit Unit (IAU) as well as developing related policies.

1. Integrity & Governance Unit (IGU)

As an instruction from YAB Prime Minister, Series 1 No. 1 Year 2018 was the starting point for the establishing of IGU at NIOSH. The instituting of IGU was approved by the Board of Directors through the Board of Directors Meeting dated 21 March 2019 with its main purpose to curb integrity misconduct among employees.

Among the core functions of the IGU are:

- *Tracking and Verification*
- *Complaint Management*
- *Strengthening Integrity*
- *Governance*

During the year 2023, NIOSH through IGU carried out various activities to instill positive values in employees. Among them are:

- *Integrity Talk*
- *3 lecture programmes were conducted physically and online*
- *MACC Act 2009: 4 Major Offenses of Corruption*
- *Best Governance in Financial Management*
- *Sexual Harassment in the Workplace*
- *Integrity Campaign*
- *2 campaigns were conducted at Headquarters and at all NIOSH Offices*
- *Presentation of Infographics related to Gift Policy*
- *Placement of the Whistleblower QR Code in the office*
- *Integrity Orders*
- *30 sessions were conducted on a weekly basis including the promotion of integrity posters*

2. Unit Audit Dalaman (IAU)

Bagi menentukan keberkesanan semua proses tadbir urus, NIOSH juga telah menubuhkan IAU pada 1 Jun 2018. Unit ini merupakan sebahagian daripada komponen kawalan dalaman organisasi.

Antara tanggungjawab IAU adalah:

- Menjalankan audit pengurusan kewangan, prestasi, ICT, aset dan audit khas
- Mengkaji, menganalisa, menyiasat, menilai dan memberi pengesyoran ke atas mana-mana aspek, aktiviti, fungsi atau operasi untuk tambah nilai tadbir urus NIOSH
- Membentangkan laporan audit kepada Jawatankuasa Audit dan melaksanakan audit susulan ke atas perkara yang telah dilaporkan

Berikut merupakan skop audit untuk tahun 2023:

- Audit Khas: Pengendalian Insurans Peserta Pasport NIOSH
- Pengauditan Prestasi: Pengauditan Pembangunan Pusat Penilaian Bahaya dan Teknologi Kawalan KKP di bawah Rancangan Malaysia Ke-11
- Pengauditan Kewangan: Pengurusan Kutipan Hutang NIOSH
- Pengauditan Aset: Pengauditan Fasilitas Pejabat dan Bilik Latihan Di Pejabat Wilayah Utara Pulau Pinang (NRO-PNG)

3. Polisi dan Dasar

Bagi menjelaskan standard etika dan prinsip pematuhan dalam tadbir urus, NIOSH telah melaksana, memantau dan membangunkan polisi atau dasar-dasar seperti berikut:

- Polisi Pembangunan Sumber Manusia (2018)
- Polisi Kualiti (2018)
- Polisi Keselamatan dan Kesihatan (2018)
- Polisi Alam Sekitar (2018)
- Polisi Antirasuah dan Antisogokan (2023)
- Polisi Pemberitahuan Maklumat (2023)
- Polisi Hadiah (2023)
- Polisi Keselamatan Lalu Lintas Jalan Raya (2023)

2. Internal Audit Unit (IAU)

To determine the effectiveness of all governance processes, NIOSH also established the IAU on June 1, 2018. This unit is part of the internal control component of the organisation.

Among the IAU's responsibilities are:

- *Conduct financial management audits, performance audits, ICT, assets and special audits*
- *Review, analyse, investigate, evaluate and make recommendations on any aspect, activity, function or operation to add value to NIOSH governance*
- *Present the audit report to the Audit Committee and conduct a follow-up audit on the matters that were reported*

The following is the audit scope for the year 2023:

- *Special Audit: NIOSH Passport Participant Insurance Handling*
- *Performance Auditing: Auditing the Development of the Centre for Hazard Assessment and OSH Control Technology under the 11th Malaysia Plan*
- *Financial Auditing: NIOSH Debt Collection Management*
- *Asset Auditing: Auditing of Office Facilities and Training Rooms in Northern Regional Office Penang (NRO-PNG)*

3. Policies

In order to clarify ethical standards and principles of compliance in governance, NIOSH implemented, monitored and developed the following policies:

- *Human Resource Development Policy (2018)*
- *Quality Policy (2018)*
- *Safety and Health Policy (2018)*
- *Environmental Policy (2018)*
- *Anti-Corruption and Anti-Bribery Policy (2023)*
- *Information Notification Policy (2023)*
- *Gift Policy (2023)*
- *Road Traffic Safety Policy (2023)*

4. Pengurusan Risiko

Antara komponen kawalan dalaman yang dijadikan kaedah bagi mengekalkan kemampanan perniagaan NIOSH adalah melalui pengurusan risiko yang berkesan. Berikut merupakan kaedah penilaian risiko yang dibuat:

- Aspek dan Impak (Aspect and Impact) – Alam Sekitar
- Pengenalpastian Bahaya, Penaksiran Risiko dan Kawalan Risiko (HIRARC) - Sosial
- Pengurusan Risiko Rasuah (CRM) - Governans
- Audit Dalaman - Governans

5. Sistem Pengurusan Anti-Rasuah

NIOSH telah mewujudkan prosedur dan kaedah kawalan dalam usaha untuk mendapatkan Pensijilan ISO 37001:2016 Sistem Pengurusan Anti-Rasuah (ABMS). Untuk itu, Audit Pensijilan oleh Badan Pensijilan Dilantik telah dijalankan seperti butiran berikut:

- Audit Tahap 1: 8 & 9 Mei 2023
- Audit Tahap 2: 2 - 26 Oktober 2023

Pematuhan kepada piawaian ISO merupakan satu pendekatan terbaik dalam membantu NIOSH melaksana, mengekalkan, dan menambah baik sistem atau prosedur sedia ada bagi mencegah, mengesan, dan bertindak balas terhadap segala bentuk amalan yang melibatkan salah laku integriti dan rasuah.

4. Risk Management

Among the internal control components used as a method to maintain the sustainability of NIOSH business is through effective risk management. The following are the risk assessment methods made:

- *Aspect and Impact - Environment*
- *Hazard Identification, Risk Assessment and Risk Control (HIRARC) - Social*
- *Corruption Risk Management (CRM) - Governance*
- *Internal Audit - Governance*

5. Anti-Corruption Management System

NIOSH established procedures and control methods in an effort to obtain ISO 37001:2016 Anti-Corruption Management System (ABMS) Certification. Hence, the Certification Audit by the Appointed Certification Body was conducted as per the following details:

- *Level 1 Audit: 8 - 9 May 2023*
- *Level 2 Audit: 2 - 26 October 2023*

Compliance to ISO standards is the best approach in helping NIOSH implement, maintain, and improve existing systems or procedures to prevent, detect, and respond to all forms of practices involving integrity violations and corruption.

6. Saluran Aduan Integriti

Bagi memperkukuh mekanisma pengaduan yang sedia ada, NIOSH kini melaksanakan Polisi Pemberitahuan Maklumat (Whistleblowing Policy) dimana pengadu boleh membuat aduan berkaitan salah laku integriti melalui saluran berikut:

6. Integrity Complaint Channel

In order to strengthen the existing complaint mechanism, NIOSH is currently implementing a Whistleblowing Policy where in, complainants can make complaints related to integrity misconduct through the following channels:



7. Sistem Perakaunan

NIOSH menggunakan kaedah perakaunan yang telus dan disahkan melalui Audit Penyata Kewangan yang dijalankan setiap tahun oleh firma kewangan yang telah dilantik.

7. Accounting System

NIOSH uses transparent accounting methods and is verified through a Financial Statement Audit conducted annually by an appointed financial firm.

Bil. / No.	Tahun / Year	Firma Kewangan Dilantik / Appointed Financial Firm
1.	2021	Zalghani & Co
2.	2022	MSA & Co
3.	2023	Idris & Co

8. Privasi Data

Penyediaan perkhidmatan yang efisien kepada pelanggan merupakan matlamat NIOSH dalam menguruskan perniagaan. Sehubungan itu, NIOSH telah membangunkan prosedur-prosedur yang terpakai kepada semua kakitangan dan pihak berkepentingan yang disenaraikan di bawah bagi menerangkan tentang kaedah organisasi dalam menggunakan data-data peribadi pelanggan mengikut Akta Perlindungan Data Peribadi 2010:

- Notis Perlindungan Data Peribadi NIOSH
- Prosedur Keselamatan dan Integriti Maklumat Sistem Rangkaian Komputer

8. Data Privacy

Provision for efficient services to customers is NIOSH goal in managing business. Accordingly, NIOSH developed procedures applicable to all staff and stakeholders listed below to explain the organisation's methods of using customer personal data in accordance with the Personal Data Protection Act 2010:

- *NIOSH Personal Data Protection Notice*
- *Computer Network System Information Security and Integrity Procedures*



2023
LAPORAN TAHUNAN

LATIHAN
TRAINING

LATIHAN

KOMITMEN KE ARAH KECEMERLANGAN

Tujuan utama diadakan latihan adalah untuk memastikan bahawa sesuatu organisasi dapat mencapai pulangan yang memuaskan daripada pelaburan yang dibuat terutamanya daripada sumber yang paling penting iaitu pekerja. Oleh sebab itu, tujuan utama latihan adalah bagi mencapai sebarang perubahan dalam pengetahuan, kemahiran, pengalaman dan sikap yang mampu melonjakkan keupayaan seseorang pekerja.

Dalam konteks ini, Institut Keselamatan dan Kesihatan Pekerjaan Negara (NIOSH), yang juga merupakan sebahagian daripada institusi latihan sentiasa menyediakan perkhidmatan dalam pelbagai program latihan keselamatan dan kesihatan pekerjaan (KKP). Terdapat latihan bersifat kompetensi, kemahiran, kesedaran, induksi (passport), seminar dan jurulatih.

JABATAN PENDIDIKAN DAN LATIHAN & PEJABAT WILAYAH (ETDRO)

Bagi menjayakan latihan keselamatan dan kesihatan pekerjaan (KKP), Jabatan Pendidikan dan Latihan & Pejabat Wilayah ini terdiri daripada Bahagian Pendidikan dan Kompetensi Perundangan (ERCD), Bahagian Kesedaran Keselamatan dan Kemahiran (SASD) dan Bahagian Latihan dan Komunikasi Strategik (TSCD). Prestasi latihan sepanjang 2023 telah mencapai sasaran yang telah dirancang. Iaitu sehingga Disember 2023 sebanyak 11,449 program telah berjaya dilaksanakan untuk pelbagai industri di ibu pejabat NIOSH dan cawangan-cawangannya. Jumlah pencapaian program yang diperolehi ialah 115% dan 119% bagi keseluruhan peserta..

Fasiliti Latihan

Latihan yang berkualiti perlu dilengkapi dengan fasiliti yang lengkap bagi memenuhi kursus yang dilaksanakan. Tahun 2023 Jabatan Latihan dan Pendidikan telah menerima peralatan latihan bagi kursus Higin Industri di bawah projek pembekalan RMK-12. Peralatan tersebut adalah untuk kursus Indoor Air Quality (IAQ) dan Hygiene Technician 1 (HT1). Latihan penggunaan kepada Jurulatih dan Fasilitator juga telah dilaksanakan.

TRAINING

COMMITMENT TO EXCELLENCE

The main purpose of training is to ensure that an organization can achieve a satisfactory return on investment, especially from the most important source of workers. Therefore, the main purpose of training is to achieve any changes in knowledge, skills, experience and attitudes which boost the ability of an employee.

In this context, the National Institute of Occupational Safety and health (NIOSH), which is also part of the training institutions, constantly provides services in various occupational safety and health (OSH) training programs. There are competency training, skills, awareness, induction (passport), seminars and train the trainers programmes.

EDUCATION AND TRAINING DEPARTMENT & REGIONAL OFFICES

To ensure the success of Occupational Safety and health (OSH) training, the Education and Training Department & Regional Offices consists of Education and Regulatory Competency Division (ERCD), Safety Awareness and Skills Division (SASD) and Training Strategic Communications Division (TSCD). The training performance throughout 2023 has reached the planned target. As of December 2023, a total of 11,449 programmes have been successfully implemented for various industries at NIOSH headquarters and its branches. The total program achievement obtained was 115% and 119% for all participants..

Training Facilities

Quality training must be equipped with complete facilities to support the courses implemented. In 2023, the Education and Training Department received training equipment for industrial hygiene courses under the 12MP project. The equipment is for Indoor Air Quality (IAQ) and Hygiene Technician 1 (HT1) courses. Trainers and facilitators have also been taught on how to use the new equipment.

Peralatan IAQ
IAQ Equipment



Peralatan HT1 *HT1 Equipment*



Peralatan HT1
HT1 Equipment



BAHAGIAN LATIHAN DAN KOMUNIKASI STRATEGIK (TSCD)

A: SEMINAR

1. Pendahuluan

Penganjuran seminar adalah aktiviti yang dijalankan oleh Bahagian Latihan dan Komunikasi Strategik (TSCD) bagi memenuhi kehendak pelanggan, khususnya berkaitan penyebaran maklumat mengenai pengetahuan asas dalam bidang KKP dan lain-lain bidang yang berkaitan.

Dua mod program seminar yang telah dianjurkan sepanjang tahun 2023 adalah:

- i. Bersemuka (In-House)
- ii. Dalam talian (Online)

2. Pelaksanaan Seminar

Pelaksanaan seminar sepanjang tahun 2023 merangkumi penganjuran secara berjadual, dan juga berdasarkan permintaan pihak pelanggan untuk mengadakan seminar di premis mereka secara bersemuka.

Bilangan program dan peserta dari bulan Januari hingga Disember 2023 adalah seperti berikut:

Mod program Programme Mode	Bilangan Program Number of Programmes	Bilangan Peserta Number of Participants
Bersemuka / <i>In-House</i>	27	1,508
Dalam talian / <i>Online</i>	28	806
Jumlah / Total	55	2,314

TRAINING AND STRATEGIC COMMUNICATIONS DIVISION (TSCD)

A: SEMINAR

1. Introduction

Seminars were carried out by the Training and Strategic Communications Division (TSCD) to meet the needs of customers, particularly information dissemination related to basic knowledge in the field of OSH and other related fields.

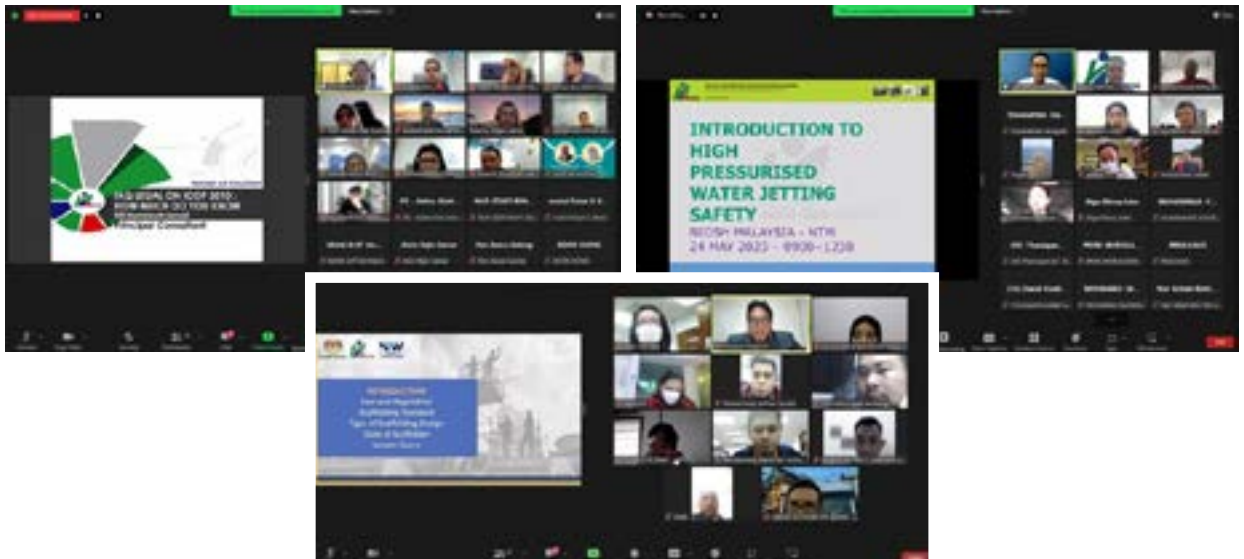
Seminars were organized throughout 2023 in two modes:

- i. In-House*
- ii. Online*

2. Implementation of Seminars

The implementation of seminars throughout the year 2023 included scheduled events, and also based on requests from customers to hold in-house seminars at their premises.

Number of programmes and participants from January to December 2023 are as follows:



Gambar 1: Seminar Dalam Talian

Image 1: Online Seminar.

B: PROGRAM PASPORT KESELAMATAN SECARA PEMBELAJARAN JARAK JAUH

Bahagian TSCD telah menganjurkan kursus Pasport Keselamatan pembelajaran secara jarak jauh sebanyak 403 program dan melibatkan seramai 9,399 peserta. Butiran penganjuran kursus adalah seperti berikut:

B: SAFETY PASSPORT PROGRAMME VIA REMOTE LEARNING

The TSCD Department organised remote learning for Safety Passport courses, as many as 403 programmes that involved a total of 9,399 participants. Details of the course are as follows:

Bil. No.	Kursus Course	Bil. Program Number of Programmes	Jumlah Peserta Total Participants
1.	Pasport Keselamatan Petroleum dan Gas secara pembelajaran jarak jauh / <i>Oil and Gas Safety Passport via remote learning</i>	152	3,641
2.	Pasport Keselamatan Petroleum dan Gas (Imbas-balik) secara pembelajaran jarak jauh / <i>Oil and Gas Safety Passport Refresher via remote learning</i>	140	3,257
3.	Pasport Keselamatan Operasi Lebuhraya secara pembelajaran jarak jauh / <i>Expressway Operation Safety Passport via remote learning</i>	48	1,062
4.	Pasport Keselamatan Sistem Kontraktor secara pembelajaran jarak jauh / <i>Contractor Safety Passport System via remote learning</i>	49	964



Gambar 2: Seminar Dalam Talian Bahaya Termal (Kebakaran & Elektrik Arc)
- Penilaian Bahaya dan Perlindungan di Kota Kinabalu, Sabah.
*Image 2: Online Seminar On Thermal Hazard (Fire & Electric Arc)
- Hazard Assessment And Protection in Kota Kinabalu, Sabah.*



Gambar 3: Seminar Bersemuka di Pusat Pembangunan Kemahiran Teknikal (STDC), Kuala Selangor.
Image 3: In-House Seminar at Selangor Technical Skills Development Centre (STDC) in Kuala Selangor, Selangor.



Gambar 4: Seminar Bersemuka Pengurusan Pertolongan Cemas di PETRONAS Digital.

Image 4: In-house Seminar On First Aid Management at PETRONAS Digital.



Gambar 5: Seminar Bersemuka Kesedaran Kesihatan Mental (penganjuran di bawah peruntukan geran PERKESO).

Image 5: In-house Seminar on Mental Health Awareness (organised under a grant from SOCSO).



Gambar 6: Seminar Bersemuka Penyelia Penginapan dan Kemudahan Pekerja.

Image 6: In-house Seminar for Facilities and Employee Accommodation Supervisor.

C: PROGRAM KESEDARAN DAN PROGRAM JURULATIH SECARA PEMBELAJARAN JARAK JAUH

C: AWARENESS PROGRAMME AND TRAINER'S PROGRAMME VIA REMOTE LEARNING

Bahagian TSCD telah menganjurkan Kursus Kesedaran dan Kursus Jurulatih secara pembelajaran jarak jauh. Jumlahnya sebanyak 25 program dan melibatkan seramai 305 peserta. Butiran penganjuran kursus adalah seperti berikut:

The TSCD Department had organised remote learning Awareness Course and a Trainer Course. A total of 25 programmes involving 305 participants were conducted. Details of the course are as follows:

Bil. No.	Kursus Course	Bil. Program Number of Programmes	Jumlah Peserta Total Participants
1.	Kursus Kesedaran secara pembelajaran jarak jauh <i>Awareness Course via remote learning</i>	21	237
2.	Kursus Jurulatih secara pembelajaran jarak jauh <i>Trainer's Course via remote learning</i>	4	68



Gambar 1: Aktiviti latihan kursus Pasport Keselamatan Atas Talian (remote learning)
Image 1: Training activities for Online Safety Passport course (remote learning)

D: PROGRAM GERAN LATIHAN

Pihak NIOSH telah mendapat geran latihan daripada pelbagai agensi kerajaan untuk disasarkan kepada rakyat Malaysia bagi meningkatkan kemahiran dan menjana kerjaya pada tahun 2023. Bahagian Latihan dan Komunikasi Strategik (TSCD) telah diberikan kepercayaan untuk menyeliaikan program latihan di bawah geran latihan seperti berikut:

Bil. No.	Geran Latihan Training Grants	Jumlah Peserta Total Participants
1.	Unit Transformasi Masyarakat India (MITRA) <i>Malaysian Indian Transformation Unit (MITRA)</i>	208
2.	PTPK Skim Pembiayaan Kompetitif <i>SDFC Competitive Financing Scheme</i>	17
3.	PERKESO Sistem Insuran Pekerjaan <i>SOCISO Employment Insurance System</i>	70
4.	Lembaga Pembangunan Industri Pembinaan Malaysia (CIDB) <i>Malaysian Construction Industry Development Board (CIDB)</i>	32
5.	Program Penempatan Latihan Kerjaya dan Keusahawanan Bagi Graduan TVET (GRACE) KUSKOP <i>KUSKOP Graduate Capacity and Employability Programme for TVET Graduates</i>	259

D: TRAINING PROGRAMMES GRANTS

NIOSH had received training grants from various government agencies to be channeled to Malaysians in order to improve their skills and generate careers in 2023. The Training and Strategic Communications Department (TSCD) was entrusted to oversee training programmes under the procured training grants as follows:



Gambar 2: Aktiviti Latihan Kursus Kesedaran (HLPAP-RL) secara pembelajaran jarak jauh.

Image 2: Remote Learning Training Course Activity for HLPAP Awareness (HLPAP-RL).



Gambar 3: Aktiviti Latihan Kursus Jurulatih (TTT1-RL) secara Pembelajaran Jarak Jauh

Image 3: Remote Learning Activity for Train the Trainer Course (TTT1-RL)



Gambar 1: Aktiviti Program Latihan Unit Transformasi Masyarakat India – MITRA.
Image 1: Training Programme for the Malaysian Indian Transformation Unit (MITRA).



Gambar 2: Aktiviti PTPK Program Skim Pembiayaan Kompetitif.
Image 2: SDFC Competitive Financing Scheme Programme Activities.



Gambar 3: Aktiviti Sistem Insuran Pekerjaan (EIS) PERKESO.

Image 3: PERKESO Employment Insurance System (EIS) Activity



Gambar 4: Aktiviti Program Lembaga Pembangunan Industri Pembinaan Malaysia (CIDB).

Image 4: Malaysia Construction Industry Development Board (CIDB) Programme Activities.



Gambar 5: Aktiviti Program Penempatan Latihan Kerjaya dan Keusahawanan Bagi Graduan TVET (GRACE) di KUSKOP.

Image 5: Graduate Capacity and Employability (GRACE) for TVET Graduates Programme at KUSKOP.

BAHAGIAN KESEDARAN DAN KEMAHIRAN KESELAMATAN (SASD)

Kursus Keselamatan Bekerja di Tempat Tinggi untuk Wanita (WAHW)

Kursus WAHW dianjurkan oleh Bahagian Kesedaran dan Kemahiran Keselamatan (SASD) sebagai inisiatif untuk memperkasakan peranan wanita dalam bidang KKP, dan memberikan kefahaman serta pengetahuan kepada wanita yang bekerja dalam industri yang melibatkan risiko berkaitan ketinggian.

Kursus ini diadakan di NIOSH Bandar Baru Bangi pada 16 - 17 Ogos 2023 dengan penglibatan seramai 12 orang peserta wanita.



SAFETY AWARENESS AND SKILLS DIVISION (SASD)

Working At Heights for Women

The WAHW course is organised by the Safety Awareness and Skills Division (SASD) as an initiative to empower the role of women in the field of OSH, while providing understanding and knowledge to women working in industries that involve height-related risks.

This course was held at NIOSH Bandar Baru Bangi on 16 - 17 August 2023 with an attendance of 12 female participants.

KURSUS PASPORT KESELAMATAN INSTITUSI KEWANGAN (NFISP)

Program Pasport Keselamatan Institusi Kewangan (NFISP) ini merupakan hasil kerjasama NIOSH dan industri perbankan dalam membangunkan modul pasport keselamatan untuk memperkukuhkan asas keselamatan dan kesihatan pekerjaan (KKP) dalam kalangan kontraktor. Antara lain, ia bertujuan untuk memberi kesedaran dan pengetahuan kepada mereka yang terlibat agar dapat mengawal risiko kemalangan dan penyakit serta mengurangkan masalah KKP di tempat kerja.

Program ini masih dalam fasa pembangunan. Walaubagaimanapun, ianya telah dimulakan pada bulan Ogos 2023 dan melibatkan kerjasama di antara NIOSH dan AmBank Group, Malayan Banking Berhad (Maybank), Bank Muamalat Malaysia Berhad, Al Rajhi Bank, MBSM Bank Berhad, CIMB, Public Bank, RHB Bank, Bank Islam Malaysia dan BSN.

FINANCIAL INSTITUTION SAFETY PASSPORT PROGRAMME

The Financial Institution Safety Passport Programme (NFISP) is a collaboration between NIOSH and the banking industry in developing a safety passport module to strengthen the foundation of occupational safety and health (OSH) among contractors. Furthermore, it aims to provide awareness and knowledge to those involved in order to control the risk of accidents and diseases. Meanwhile, the programme also teaches how to reduce other OSH problems at the workplace.

This programme is still in the development phase. Nonetheless, it began in August 2023 and involved collaboration between NIOSH and AmBank Group, Malayan Banking Berhad (Maybank), Bank Muamalat Malaysia Berhad, Al Rajhi Bank, MBSM Bank Berhad, CIMB, Public Bank, RHB Bank, Bank Islam Malaysia and BSN.



PENCAPAIAN PROGRAM LATIHAN 2023

TRAINING ACHIEVEMENT 2023



**Program Kesedaran /
Awareness Programmes**

283 4,759

Program
Programs

Peserta
Candidates



**Program Kompetensi Perundangan /
Legislative Competence Program:**

283 4,759

Program
Programs

Peserta
Candidates



**Program Kompetensi Kemahiran /
Competency Skills Program:**

283 4,759

Program
Programs

Peserta
Candidates

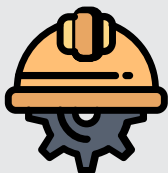


**Program Jurulatih /
Coach Program:**

283 4,759

Program
Programs

Peserta
Candidates



**Program Induksi Keselamatan /
Safety Induction Program:**

283 4,759

Program
Programs

Peserta
Candidates



**Seminar Persidangan /
Conference Seminar:**

283 4,759

Program
Programs

Peserta
Candidates



2023
LAPORAN TAHUNAN

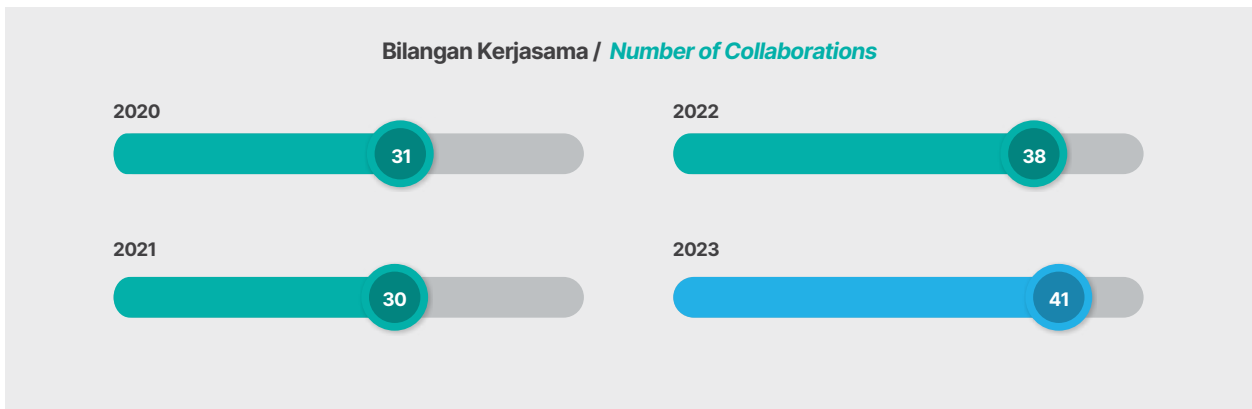
**KERJASAMA
COLLABORATION**



KERJASAMA

NIOSH aktif dalam menjalankan kerjasama dengan organisasi, agensi Kerajaan serta Institusi Pengajian Tinggi Awam dan Swasta. NIOSH turut mengadakan kerjasama dengan beberapa organisasi dari luar Negara. Untuk tahun 2023, sejumlah 40 dokumen kerjasama telah dimeterai. Keseluruhannya, dari tahun 2020 ke 2023 sebanyak 139 dokumen kerjasama telah ditandatangani dan kebanyakannya merangkumi Memorandum Persefahaman (MoU), Memorandum Perjanjian (MoA), dan lain-lain jenis dokumen perjanjian.

Berikut adalah pecahan bilangan kerjasama dari tahun 2020 hingga 2023:



Antara organisasi dan agensi kerajaan yang menjalankan kerjasama dengan NIOSH adalah seperti Telekom Malaysia Berhad, SIRIM Berhad, Shell Malaysia Trading Sdn Bhd, Emerging Journey Asia, OSHMA Sdn Bhd, Creative Contract (M) Sdn Bhd, Lembaga Perlesenan Kenderaan Perdagangan Sabah, Institut Integriti Malaysia, Jabatan Tenaga Kerja, 3M Malaysia Sdn Bhd, Malaysia Marine & Heavy Engineering Sdn Bhd, Pusat Kecemerlangan Kesihatan Mental Kebangsaan, Johor Petroleum Development Corporation Berhad, O2 Klinik Sdn Bhd, Miffa Consultancy and Training Services Sdn Bhd, Indah Water Konsortium Sdn Bhd, dan Human Factors Ergonomics Society Malaysia.

COLLABORATION

NIOSH plays an active role in establishing cooperation with organisations and Government agencies, including both Public and Private Higher Education Institutions. NIOSH also collaborates with several international organisations. For the year 2023, a total of 40 cooperation documents were signed. From 2020 to 2023 a total of 139 cooperation documents were signed. They include Memorandum of Understanding (MoU), Memorandum of Agreement (MoA), and other types of agreement documents.

Following is a breakdown of the number of collaborations signed from 2020 to 2023:

Examples of government organisations and agencies that cooperate with NIOSH are Telekom Malaysia Berhad, SIRIM Berhad, Shell Malaysia Trading Sdn Bhd, Emerging Journey Asia, OSHMA Sdn Bhd, Creative Contract (M) Sdn Bhd, Sabah Commercial Vehicle Licensing Board, Institut Integriti Malaysia, Department of Labour, 3M Malaysia Sdn Bhd, Malaysia Marine & Heavy Engineering Sdn Bhd, National Mental Health Centre of Excellence, Johor Petroleum Development Corporation Berhad, O2 Klinik Sdn Bhd, Miffa Consultancy and Training Services Sdn Bhd, Indah Water Konsortium Sdn Bhd, and Human Factors Ergonomics Society Malaysia.

Tambahan pula, Institusi Pengajian Tinggi Awam dan Swasta yang memeteraikan kerjasama dengan NIOSH termasuklah Universiti Islam Antarabangsa Sultan Abdul Halim Mu'adzam Shah, Politeknik Port Dickson, Universiti Kebangsaan Malaysia, Universiti Teknikal Malaysia Melaka, Universiti Tun Hussein Onn Malaysia, Politeknik Merlimau, Universiti Tenaga Nasional, Universiti Mahsa, Universiti Cyberjaya, dan Universiti Kuala Lumpur.

Kerjasama yang melibatkan organisasi dari luar negara adalah seperti berikut: Centre for Disease Control and Prevention (CDC) USA; NIOSH USA; Finnish Institute of Occupational Health Finland (FIOH); Institution of Occupational Safety and Health UK (IOSH); National Institute of Occupational Safety and Health Japan (JNIOSH); Korea Occupational Safety and Health Agency (KOSHA); NOCN Group UK; Institute Certification of Competence on Occupational Safety and Health Malaysia (ICCOSH), dan Quality Health Safety Environment Forum For Construction State Owned Enterprise (BUMN) Indonesia (FQHSE).

Kerjasama dengan pihak luar melibatkan aktiviti yang menjalankan latihan, kajian dan perkhidmatan perundingan untuk keselamatan dan kesihatan pekerjaan (KKP). Kedua-dua pihak berkongsi kepakaran dan pengalaman serta mempromosi dan menyebarkan maklumat KKP melalui seminar dan bengkel. Selain itu, NIOSH juga bekerjasama dalam membangunkan modul dengan pihak luar dan juga menjalankan kajian bersama pihak universiti.

Furthermore, Public and Private Higher Education Institutions that signed a cooperation agreement with NIOSH include Sultan Abdul Halim Mu'adzam Shah International Islamic University, Port Dickson Polytechnic, National University of Malaysia, Technical University of Malaysia Melaka, Tun Hussein Onn University of Malaysia, Merlimau Polytechnic, Tenaga National University, Mahsa University, Cyberjaya University, and Kuala Lumpur University.

Examples of cooperation involving international organisations are as follows: Centre for Disease Control and Prevention USA (CDC); NIOSH USA; Finnish Institute of Occupational Health Finland (FIOH); Institution of Occupational Safety and Health UK (IOSH); National Institute of Occupational Safety and Health Japan (JNIOSH); Korea Occupational Safety and Health Agency (KOSHA); NOCN Group UK; Institute Certification of Competence on Occupational Safety and Health Malaysia (ICCOSH), and Quality Health Safety Environment Forum For Construction State Owned Enterprise (BUMN) Indonesia (FQHSE).

Collaboration with external parties involve activities that conduct training, research and consulting services for occupational safety and health (OSH). Both parties share expertise and experience, and they work alongside to promote and disseminate OSH information through seminars and workshops. In addition, NIOSH also collaborates in developing modules with external parties and also conducts research with universities.



Majlis Pertukaran Memorandum Persefahaman antara NIOSH dan Universiti Islam Antarabangsa Sultan Abdul Halim Mu'adzam Shah (UNISHAMS) diadakan pada 6 Mac 2023 di UNISHAMS, Kuala Ketil, Kedah.

Memorandum of Understanding Exchange Ceremony between NIOSH and 3M Malaysia Sdn Bhd led by Tn. Haji Ayop Salleh (NIOSH) and Mr. G.T. Lim (3M) held on 4 December 2023 at NIOSH headquarters, Bandar Baru Bangi.



Majlis Pertukaran Memorandum Perjanjian antara NIOSH dan 3M Malaysia Sdn Bhd yang diketuai oleh Tn. Haji Ayop Salleh (NIOSH) dan En. G.T. Lim (3M) telah diadakan pada 4 Disember 2023 di ibu pejabat NIOSH, Bandar Baru Bangi.

Memorandum of Agreement Exchange Ceremony between NIOSH and Sultan Abdul Halim Mu'adzam Shah International Islamic University (UNISHAMS) held on 6 March 2023 at UNISHAMS, Kuala Ketil, Kedah.



Sesi perbincangan kolaborasi bersama Engineering Construction Industry Training Board (ECITB) dari UK diadakan pada 20 November 2023 di NIOSH Bandar Baru Bangi.
A collaborative discussion session with the Engineering Construction Industry Training Board (ECITB) of UK was held on 20 November 2023 at NIOSH Bandar Baru Bangi.



2023
LAPORAN TAHUNAN

KHIDMAT RUNDINGAN
CONSULTANCY SERVICES

AKTIVITI KHIDMAT RUNDINGAN

Pengenalan

Aktiviti khidmat rundingan merupakan salah satu fungsi utama NIOSH dalam memberikan penyelesaian yang lebih optimum dan praktikal terhadap isu Keselamatan dan Kesihatan Pekerjaan (KKP), terutamanya kepada industri dan juga sektor awam seperti yang termaktub di dalam objektif penubuhan NIOSH.

Jabatan Perundingan, Penyelidikan, dan Pembangunan (CRDD) NIOSH telah beroperasi sejak 2008 bagi menjalankan salah satu aktiviti teras NIOSH iaitu aktiviti khidmat rundingan berkaitan KKP kepada industri untuk penambahbaikan di tempat kerja. Berikut adalah kategori khidmat rundingan yang disediakan:

- Pematuhan Regulatori (Regulatory Compliance) – Khidmat rundingan berkaitan pematuhan perundangan oleh pihak majikan dalam memastikan keselamatan dan kesihatan di tempat kerja berdasarkan Akta Keselamatan dan Kesihatan Pekerjaan (AKKP) 1994.
- Khidmat Nasihat (Advisory Services) – Khidmat rundingan berkaitan pelaksanaan aktiviti-aktiviti dalam menyediakan tempat kerja yang selamat dan sihat mengikut keperluan sesuatu organisasi.
- Perkhidmatan Teknikal (Technical Services) – Khidmat rundingan berkaitan analisis dan ujian dalam menyediakan pembuktian saintifik bagi sampel-sampel yang dihantar ke makmal OSHECT NIOSH.
- Penyelesaian KKP (OSH Solutions) – Khidmat rundingan berkaitan pembangunan sistem pengurusan dan pemantauan status prestasi keselamatan dan kesihatan pekerjaan.

Perkhidmatan yang disediakan oleh CRDD NIOSH selaras dengan misi NIOSH untuk membantu industri meningkatkan tahap keselamatan dan kesihatan di tempat kerja masing-masing. Lebih daripada 50 jenis khidmat rundingan disediakan oleh CRDD NIOSH, dan ianya dikategorikan seperti di Rajah 1.

CONSULTANCY SERVICES

Introduction

Consultation services are one of the main functions at NIOSH in providing more optimal and practical solutions to Occupational Safety and Health (OSH) issues, especially for the industry and also for the public sector as stated in the objectives of the establishment.

Consultation, Research, and Development Department (CRDD) at NIOSH has been operating since 2008 to carry out one of the establishment's core activities which is, OSH related consultation services to the industry for improvements in the workplace. Following are the categories of consultation services provided by CRDD:

- *Regulatory Compliance (RC) - Consultancy services related to legal compliance by the employer in ensuring safety and health in the workplace that is based on the Occupational Safety and Health Act (OSH Act) 1994.*
- *Advisory Services (AS) - Consultancy services related to the implementation of activities in providing a safe and healthy workplace according to the needs of an organisation.*
- *Technical Services (TS) - Consultancy services related to analysis and testing in providing scientific evidence for samples sent to the OSHECT laboratory.*
- *OSH Solutions ((OS) – Consultancy services related to the development of management systems and monitoring the performance status of occupational health and safety at a workplace.*

The services provided by CRDD are in line with the mission of NIOSH to help the industry improve its level of safety and health in their respective workplaces. More than 50 types of consultancy services are provided by CRDD, and they are categorised as noted in Figure 1.



Kategori Khidmat Rundingan NIOSH.
Categories of NIOSH Consultancy Services

PEMATUHAN PERUNDANGAN (RC)

Aktiviti Pematuhan Perundangan yang dijalankan untuk membantu majikan menyelesaikan masalah di tempat kerja dan menyediakan laporan perundangan berdasarkan kepada pematuhan terhadap Peraturan Keselamatan dan Kesihatan Pekerja.



PENYELESAIAN KKP (OS)

Confined Space Risk Assessment (CSRA)
 OSH Management System (OSHMS)

Ergonomic Risk Assessment (ERA)



Aktiviti yang dijalankan untuk membantu majikan menyelesaikan masalah di tempat kerja dan menyediakan laporan penyelesaian KKP untuk penambahbaikan tempat kerja.



Safety Audit (SA)
 Baseline Assessment Study (BAS)
 Job Hazard Analysis (JHA) / HIRARC
 Behavior Base Safety (BBS)

KHIDMAT NASIHAT KKP (AS)



Aktiviti perkhidmatan perundingan yang dijalankan untuk membantu majikan menyelesaikan masalah KKP di tempat kerja.



TOTAL WELLNESS HEALTH PROMOTION (TWHF)



HIRARC



CUSTOMIZE TRAINING

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PERKHIDMATAN TEKNIKAL (TS)



Aktiviti yang dijalankan untuk menganalisis sampel dalaman dan luaran untuk parameter yang telah diakreditasi.

- Menjalankan analisis terhadap sampel alam sekitar, biokimia dan mikrobiologi
- Membangunkan Kaedah Ujian dan Pengelesen (Validasi) Ujian
- Makmal Analisis Kebersihan Industri (MAI) - cawangan: Mikrobiologi, Kimia



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Laporan Aktiviti

CRDD merekodkan prestasi yang membanggakan apabila berjaya melaksanakan 91% atau 1,086 projek daripada 1,200 projek yang disasarkan bagi tahun 2023. Pematuhan Regulatori KKP mencatatkan pencapaian tertinggi iaitu 255% dan diikuti oleh Penyelesaian KKP dan Khidmat Nasihat KKP. Jumlah penerimaan dan analisa Jumlah Sampel (TS) pula mencapai 91% daripada sasaran yang ditetapkan. Jumlah sampel yang diterima adalah sebanyak 10,480 sampel berbanding 11,511 sampel yang disasarkan. Walaupun NIOSH telah menerima banyak sampel kajian dari seluruh negara bagi menganalisis kandungan asbestos dan pelarut organik, sampel pelitup muka adalah penyumbang terbesar dalam perkhidmatan di CRDD. Kepercayaan yang diberikan kepada pihak CRDD NIOSH adalah kerana kejayaannya mendapatkan pensijilan Sistem Kualiti Makmal (ISO 17025), dan pengiktirafan sebagai makmal cemerlang selama lebih 10 tahun. Pencapaian aktiviti khidmat rundingan adalah berdasarkan kepada kategori dan jumlah sampel analisis makmal yang dicapai bagi tahun 2023. Informasi ditunjukkan secara terperinci dalam Rajah 2.

Activity Report

CRDD recorded a rewarding performance when it successfully implemented 1,086 projects out of 1,200 projects (91%) that were targeted for the year 2023. OSH Regulatory Compliance recorded the highest achievement of 255% followed by OSH Solutions and OSH Advisory Services. The percentage of received and analysis of Total Samples (TS) reached 91% of the set target. This equates to a total of 10,480 samples received compared to the target set of 11,511 samples. Although NIOSH received many study samples from around the country to analyse asbestos and organic solvent content, face mask samples were the largest contributors to services at CRDD. The trust given to CRDD is due to its success in obtaining the Laboratory Quality System Certification (ISO 17025), and recognition as an excellent laboratory for over 10 years. The achievement of NIOSH consultancy service activities is based on the category and number of laboratory analysis samples achieved for the year 2023. The information is shown in detail in Figure 2.



Rajah 2: Bilangan Aktiviti Khidmat Rundingan Tahun 2023**Figure 2: Total Consulting Activities for the Year 2023**

Kategori Category	Sasaran (Projek) Target (Project)	CRDD					SWRO	SBRO	Jumlah Keseluruhan Projek Selesai Total Completed Projects (Jan-Dec)	Peratus Projek Selesai Jan-Dec Total Percentage Completed Projects (Jan-Dec)	Jumlah Diselesaikan (Jan-Nov) Total Completed (Jan-Nov)	Jumlah Diselesaikan (Dis) Total Completed (Dec)
		HQ	EEC	KTH	KTN	PNG						
Pematuhan Perundangan Regulatory Compliance (RC)	169	247	9	31	49	21	10	14	381	255%	177	204
Penyelesaian KKP OSH Solution (OS)	77	57	0	2	1	2	0	0	62	81%	26	36
Khidmat Nasihat Advisory Services (AS)	49	21	9	1	0	1	0	0	32	65%	26	4
Perkhidmatan Teknikal (TS) Technical Services (TS)	905	592	19	-	-	-	-	-	611	68%	502	109
Jumlah Projek Total Projects	1,200	613	35	18	35	18	8	6	1,086	91%	733	352
Jumlah Sample (TS) Total Samples (TS)	11,511	9,692	788	-	-	-	-	-	10,480	91%	10,302	178

* Bilangan aktiviti mengikut kategori khidmat rundingan dan konsultasi NIOSH yang beroperasi telah dijalankan di Ibu Pejabat NIOSH Bandar Baru Bangi serta di cawangan-cawangan Pusat Kecemerlangan Ergonomik (EEC) bagi Pejabat Wilayah Selatan (Johor Bahru, Melaka dan Pengerang), Pejabat Wilayah Pantai Timur (Kerteh dan Kuantan), Pejabat Wilayah Utara (Pulau Pinang), Pejabat Wilayah (Sabah), dan juga Pejabat Wilayah (Sarawak).

* The number of activities by category for NIOSH consultancy services that are available, were carried out at the NIOSH Headquarters in Bandar Baru Bangi as well as at the Ergonomic Excellence Centre (EEC) in the Southern Regional Office (Johor Bahru, Melaka and Pengerang), the East Coast Regional Office (Kerteh and Kuantan), Northern Regional Office (Penang), Regional Office (Sabah), and the Regional Office (Sarawak).



Bolehkah ketersediaan tenaga kerja semasa menyokong permintaan industri kini?

Can the current availability of manpower support the present day demands of the industry?

Projek Khidmat Rundingan bagi Pematuhan Regulatori (RC) :

- i. Kualiti Udara Dalam (IAQ)
- ii. Penilaian Bunyi Dalam (NRA)
- iii. Pemeriksaan dan Pengujian Sistem Pengudaraan Ekzos Tempatan (LEV)
- iv. Penilaian Risiko Kimia Kesihatan (CHRA)
- v. Pengawasan Perubatan (MS)
- vi. Pemantauan Pendedahan Bahan Kimia (CEM)

Projek Pematuhan Regulatori (RC) telah dijalankan oleh NIOSH menerusi jaringan kerjasama dengan pelbagai pihak syarikat dan agensi. Aktiviti ini melibatkan Pakar Teknikal NIOSH serta Orang Yang Kompeten (OYK) NIOSH dan telah dilangsungkan sepanjang tahun 2023.

Consulting Services Project for Regulatory Compliance (RC):

- i. Indoor Air Quality (IAQ)
- ii. Noise Risk Assessment (NRA)
- iii. Local Exhaust Ventilation Examination and Testing (LEV)
- iv. Chemical Hazard to Health Risk Assessment (CHRA)
- v. Medical Surveillance (MS)
- vi. Chemical Exposure Monitoring (CEM)

The Regulatory Compliance Project (RC) was carried out by NIOSH through a network of collaborations with various companies and agencies. These activities involved NIOSH Technical Experts as well as NIOSH Competent Persons, and were carried out in 2023.



Program IAQ di bawah pengurusan CRDD-SBRO telah dijalankan di Blooming Wisdom Offshore Support Vessel di Labuan Anchorage, Sabah.
The IAQ Programme under the management of CRDD-SBRO was conducted at the Blooming Wisdom Offshore Support Vessel in Labuan Anchorage, Sabah.



Program IAQ di Menara Bank Rakyat dan Malaysian Institute of Accountants (MIA), kedua-duanya di Selangor.
IAQ Programme at Menara Bank Rakyat and Malaysian Institute of Accountants (MIA), both in Selangor.



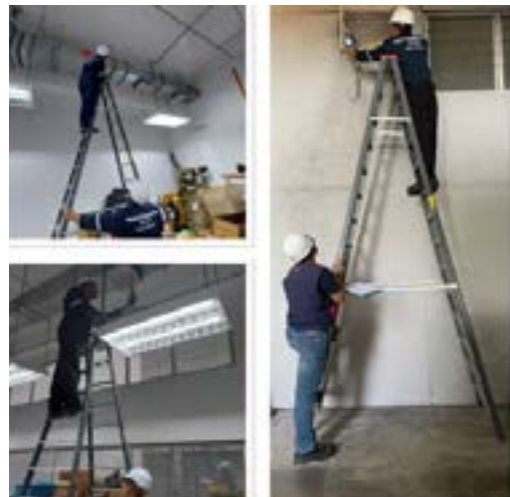
Program NRA di LKPP Ladang Alur Seri dan Ladang Ulu Lepar di Maran, Pahang.
NRA Programme at the LKPP Ladang Alur Seri and Ladang Ulu Lepar in Maran, Pahang.



Program NRA bagi klien Pengurusan Projek CCCC ECRL Section 6 yang bertanggungjawab untuk pembinaan ECRL di Pahang.
NRA Programme for client CCCC ECRL Project Management Section 6 ECRL construction in Pahang.



Aktiviti pemeriksaan LEV di PROTON Sdn Bhd di Tanjung Malim, Perak.
Examining LEV at Proton Sdn Bhd in Tanjung Malim, Perak



Program LEV di Sime Darby Auto Connexion Sdn Bhd (Ford), Selangor.
LEV Programme at Sime Darby Auto Connexion Sdn Bhd (Ford), Selangor.



Aktiviti CHRA telah dilaksanakan di Sime Darby Auto Connexion (Ford) di Kuching, Sarawak
CHRA implemented at Sime Darby Auto Connexion (Ford) in Kuching, Sarawak



Aktiviti CHRA di Sime Darby Auto Connexion Sdn Bhd di Juru dan Butterworth, Pulau Pinang.
CHRA conducted at Sime Darby Auto Connexion Sdn Bhd in Juru and Butterworth, Pulau Pinang



Aktiviti Pengawasan Perubatan (MS) di San Miguel Yamamura Packaging and Printing di Shah Alam, Selangor.
Medical Surveillance (MS) conducted at San Miguel Yamamura Packaging and Printing in Shah Alam, Selangor.



Aktiviti Pengawasan Perubatan (MS) di UIAM Gombak, Selangor
Medical Surveillance (MS) conducted at UIAM Gombak, Selangor



Aktiviti Pemantauan Pendedahan Bahan Kimia (CEM) kepada CEFS RESPONSE di Kertih, Terengganu.
Chemical Exposure Monitoring (CEM) conducted at CEFS RESPONSE in Kertih, Terengganu.



Aktiviti Pemantauan Pendedahan Bahan Kimia (CEM) PS Pipeline.
Chemical Exposure Monitoring (CEM) conducted at PS Pipeline in Dengkil, Selangor.



Aktiviti WISME yang dijalankan di Altfa Technologies Sdn Bhd
WISME conducted at Altfa Technologies Sdn Bhd in Bandar Baru Bangi, Selangor.



Aktiviti WISME Crystal Ice Sdn Bhd di Bukit Bunga, Kelantan
WISME conducted at Crystal Ice Sdn Bhd in Bukit Bunga, Kelantan.

Projek Khidmat Rundingan bagi Penyelesaian KKP (OS):

Consultancy Services Project for OSH Solutions (OS):

- i. Penilaian Risiko Ergonomik (ERA)
- ii. Audit Keselamatan

- i. Ergonomic Risk Assessment (ERA)
- ii. Safety Audit



Aktiviti Pamarapan Penilaian Risiko Ergonomik (ERA) di Public Mutual Berhad, Kuala Lumpur.
Ergonomic Risk Assessment (ERA) at Public Mutual Berhad, Kuala Lumpur.



Aktiviti Pamarapan Penilaian Risiko Ergonomik (ERA) di Cocoaland Sdn Bhd di Rawang, Selangor.
Ergonomic Risk Assessment (ERA) at Cocoaland Sdn Bhd Rawang, Selangor

Projek Audit Keselamatan Elemen Latihan Kem Wawasan Negara Malaysia (MFLS)

Projek Audit Keselamatan dan Kesihatan merupakan projek kerjasama dengan Institut Kepimpinan dan Kecemerlangan Kepimpinan (i-Lead) dan Kementerian Belia dan Sukan (KBS). Projek ini melibatkan 15 Kem Wawasan Negara (MFLS) di seluruh Malaysia. Elemen - elemen yang terkandung di dalam sesi audit tersebut adalah pemeriksaan dokumentasi Keselamatan dan Kesihatan Pekerjaan (KKP) termasuk pembangunan dokumen audit bagi pengurusan kem dan pemeriksaan teknikal latihan fizikal seperti litar kembara halangan dan litar tali tinggi. Pihak NIOSH juga melaksanakan pemeriksaan dan verifikasi peralatan tali tinggi yang digunakan oleh pengurusan kem. Audit ini berdasarkan kepada keperluan perundangan KKP, garis panduan tempatan, dan standard antarabangsa pemeriksaan peralatan perlindungan diri (PPE) oleh inspektor dan juruaudit yang kompeten (OYK).

Training Elements Safety Audit Project for Malaysia Future Leaders School (MFLS)

The Safety and Health Audit Project is a collaborative project with the Institute of Leadership and Leadership Excellence (i-Lead) Malaysia, and the Ministry of Youth and Sports Malaysia. This project involves 15 MFLS Camps throughout Malaysia. The elements contained in the audit session are the inspection of Occupational Safety and Health (OSH) documentation including the development of audit documents for camp management and technical inspection of physical training such as an obstacle course and high rope circuit. NIOSH also carried out inspection and verification on high rope equipment used by camp management. The audit is based on requirements of OSH legislation, local guidelines, and international standards on personal protective equipment (PPE), all of which are conducted by inspectors and competent auditors.



Aktiviti Audit MFLS, dokumentasi dan pemeriksaan fasiliti serta peralatan tali tinggi KWN di Alor Gajah, Melaka.

Audit conducted at MFLS on documentation, facility check and high rope equipment in Alor Gajah, Melaka.



Aktiviti khidmat rundingan Demonstrasi Keselamatan Operasi (DOSO) di LRA Panching dan PAIP Kuantan, Pahang.
Consultancy Services having a demonstration on Safety Operation in LRA Panching and PAIP Kuantan, Pahang.



Projek Pemetaan Gas oleh Pusat Pengurusan Sisa NIOSH untuk Kualiti Alam Sdn Bhd dilaksanakan buat pertama kali di kompleks bersepadu pengurusan bahan sisa terjadual terbesar di Malaysia. Majlis pembentangan dan penyerahan laporan akhir dilaksanakan pada 19 April 2023.

The Gas Mapping Project by NIOSH Waste Management Centre for Kualiti Alam Sdn Bhd was implemented for the first time in the largest integrated complex of scheduled waste management in Malaysia. The presentation ceremony and submission of the final report was held on April 19, 2023.



**Projek Khidmat Rundingan bagi Khidmat Nasihat KKP
(AS for OSH)**

Consultancy Service Project for OSH Solutions (OS)



Aktiviti Analisis Keperluan Penambahbaikan Tempat Kerja (WINA) di Sobena Offshore Sdn Bhd Supply Base di Kemaman, Kelantan.

Work Improvement Needs Analysis (WINA) at Sobena Offshore Sdn Bhd Supply Base in Kemaman, Kelantan.



Aktiviti Analisis Keperluan Penambahbaikan Tempat Kerja (WINA) di Institut Latihan Perindustrian Ipoh, Perak.

Work Improvement Needs Analysis (WINA) at the Industrial Training Institute in Ipoh, Perak.



Program Promosi Kesejahteraan Kesihatan Menyeluruh
(TWHP) Geran Perkeso di Adabi Consumers Sdn Bhd.
*Total Wellness and Health Programme Promotion (TWHP)
Perkeso Grant at Adabi Consumers Sdn Bhd.*



Aktiviti Bengkel Perkongsian Teknikal KKP: Pengenalpastian Bahaya, Penaksiran Risiko, dan Kawalan Risiko (HIRARC) kepada kakitangan PERKESO di Putrajaya, Selangor.

OSH Technical Sharing Workshop: Hazard Identification, Risk Assessment, and Risk Control (HIRARC) for SOCSO staff in Putrajaya, Selangor.



2023
LAPORAN TAHUNAN

**PENYELIDIKAN DAN
PEMBANGUNAN
*RESEARCH AND DEVELOPMENT***

Penyelidikan dan Pembangunan sebagai Teras NIOSH

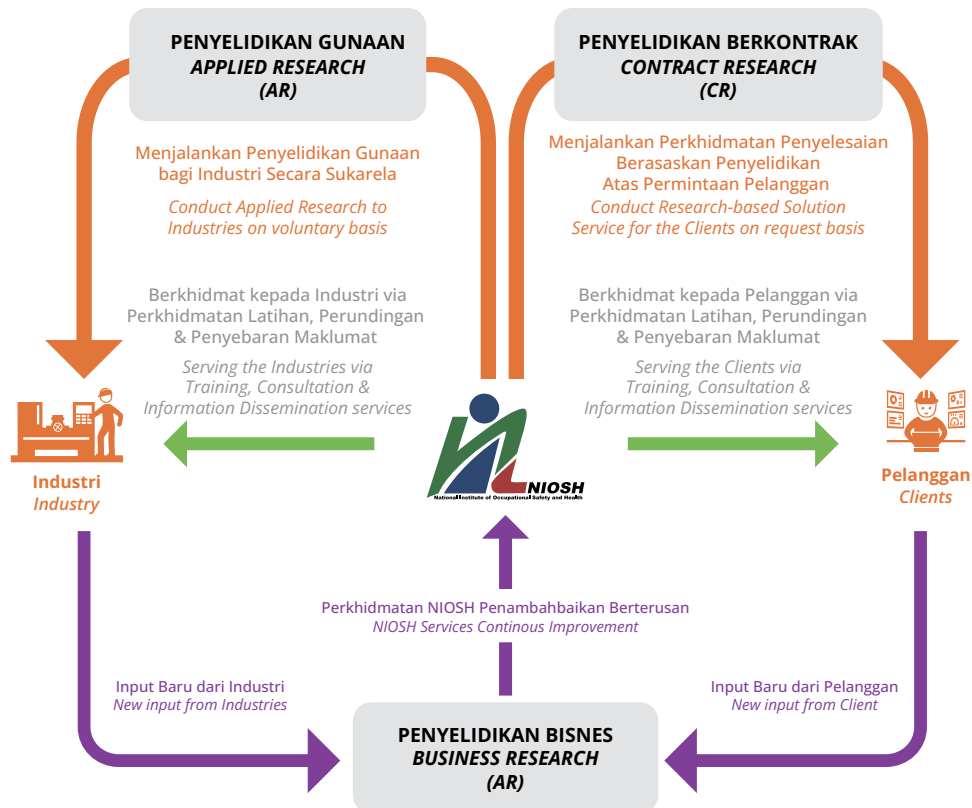
NIOSH percaya bahawa penyelidikan dan pembangunan merupakan proses penyelesaian jangka panjang bagi setiap isu KKP yang dihadapi oleh industri-industri di Malaysia mahu pun di rantau antarabangsa. Ia juga selaras dengan objektif penubuhan NIOSH seperti yang dinyatakan di dalam Memorandum dan Artikel Persatuan iaitu, menjalankan penyelidikan dalam bidang KKP memberi manfaat dan membawa kebaikan kepada negara. Oleh yang demikian, NIOSH telah memperkenalkan aktiviti penyelidikan dan pembangunan (R&D) sebagai salah satu fungsi terasnya, seiring dengan program latihan, khidmat rundingan, dan aktiviti penyebaran maklumat KKP.

Secara prinsip, dasar penyelidikan di NIOSH telah dirangka untuk menyelesaikan pelbagai isu-isu yang biasanya dihadapi oleh industri seperti berikut:

Research and Development as the Core Function of NIOSH

NIOSH believes that research and development is a long-term solution process for every OSH issue faced by the industries in Malaysia and globally. It is also in line with the objective of the establishment of NIOSH as stated in the Memorandum and Articles of Association. The research in OSH is beneficial to the country. Therefore, NIOSH introduced research and development (R&D) activities as one of its core functions, along with training programmes, consultancy services, and information dissemination activities that are all related to OSH.

In principle, the research policy at NIOSH was designed to solve various issues commonly faced by the industry and it is as follows:



Kerangka Aktiviti Penyelidikan NIOSH
 Research and Development Activities Structure at NIOSH

Aktiviti penyelidikan dan pembangunan bermula seawal tahun 2002 untuk membudayakan aktiviti ini di NIOSH. Walau bagaimanapun, Pusat Pengurusan Penyelidikan (RMC) hanya ditubuhkan secara rasmi di NIOSH mulai tahun 2011. Penubuhan pusat ini menjadi penggerak utama bagi NIOSH untuk terus menerokai bidang penyelidikan dan pembangunan dengan lebih berstruktur. Dengan wujudnya RMC, NIOSH telah menzahirkan beberapa hasrat seperti berikut:

- i. Melaksanakan penyelidikan KKP sebagai penyelesaian isu di industri
- ii. Memangkin penyelidikan berimpak tinggi menerusi kolaborasi strategik
- iii. Mengoptimumkan penggunaan sumber sedia ada dalam menjalankan penyelidikan
- iv. Menyelaraskan pelaksanaan penyelidikan menerusi pendekatan pemantauan yang berkesan
- v. Menyebarkan hasil penyelidikan kepada semua pihak berkepentingan melalui platform dan pengantara yang bersesuaian

Research and development activities began as early as 2002 at NIOSH. However, the Research Management Centre (RMC) was only officially established in 2011. The establishment of this centre became the main driving force for NIOSH to continue exploring the field of research and development in a more structured manner. With the existence of RMC, NIOSH expressed several wishes as follows:

- i. Implement research on OSH as a solution to issues in the industry*
- ii. Lead in high-impact research through strategic collaboration*
- iii. Optimising the use of existing resources in conducting research*
- iv. Coordinating the implementation of research through an effective monitoring approach*
- v. Disseminate research results to all stakeholders through appropriate platforms and intermediaries*



NIOSH telah membentuk dua (2) jawatankuasa iaitu Jawatankuasa Penyelidikan dan Pembangunan (JPP) di peringkat Lembaga Pengarah; dan Jawatankuasa Teknikal, Perundingan dan Penyelidikan (JTTP) di peringkat Pengurusan NIOSH bagi menjalankan proses semak-imbang serta menjamin kualiti penyelidikan yang sedang dijalankan.

NIOSH formed two (2) committees namely the Research and Development Committee (RDC) at the Board of Directors level; and the Technical, Consulting and Research Committee (TCRC) at the NIOSH Management level to carry out review processes and guarantee the quality of research being carried out.

Bidang penyelidikan yang dijalankan oleh NIOSH meliputi pelbagai bidang termasuklah:
Research activities spearheaded by NIOSH covers a wide range of fields, including:





Aktiviti Penyelidikan di NIOSH
Research activities at NIOSH

Sebagai rekod, sebanyak 95 projek penyelidikan telah dan sedang dilaksanakan sejak 2015 sehingga 2023 seperti berikut:

For the record, a total of 95 research projects were implemented since 2015 and are currently on-going as follows:

Bil.	Status Projek Penyelidikan / <i>Research Project Status</i> Total	Keseluruhan / <i>Subtotal</i>
1	Projek Siap / <i>Completed Projects</i>	73
2	Projek Sedang Berjalan/ <i>Ongoing Projects</i>	22
Jumlah Keseluruhan / <i>Grand Total</i>		95

Antara projek penyelidikan yang berjaya disempurnakan pada tahun 2023 adalah:

Among the research projects successfully completed in 2023 are:

- i. Simptom COVID Berpanjangan dan Faktor Risiko Berkaitannya di Kalangan Pekerja Industri Pembuatan di Lembah Klang
 - ii. Penilaian ke atas Aplikasi Bunyi dengan Beberapa Jenis Telefon Pintar dalam Ruang Anechoic Bebas
 - iii. Kesan Psikologi dan Kawalan Strategi Antara Kalangan Orang Kompeten KKP Semasa Fasa Pelan Kebangsaan Pemulihan Covid-19 di Malaysia
 - iv. Pengesahan, Kebolehlaksanaan dan Penilaian Prestasi Alat Penilaian Risiko Biologi Kesihatan (BHRA) untuk Sektor Perindustrian di Malaysia
 - v. Kajian tentang Tahap Pencemaran Bakteria dan Keberkesanan Topeng Muka untuk Persekitaran Tempat Bekerja, Masa Pemakaian, dan Fisiologi Kulit
- i. Prolonged COVID Symptoms and its Associated Risk Factors Among Manufacturing Industry Workers in the Klang Valley*
 - ii. Evaluation of Sound Applications with Several Types of Smartphones in a Free Anechoic Chamber*
 - iii. Psychological Effects and Control Strategies Among Competent People in the Health Ministry During the National Plan for the Recovery Phase of Covid-19 in Malaysia*
 - iv. Validation, Feasibility and Performance Evaluation of a Biological Health Risk Assessment (BHRA) Tool for the Industrial Sectors in Malaysia*
 - v. A Study on Bacterial Contamination Levels and Face Mask Effectiveness in Workplace Environments, Duration of Use, and Skin Physiology*

Inisiatif Penyelidikan Malaysia untuk Agenda Nasional (MaRINA 2.0), 2022-2025

Inisiatif Penyelidikan Malaysia untuk Agenda Nasional 2022-2025 siri kedua atau lebih dikenali sebagai MaRINA 2.0 telah dibangunkan melalui Bengkel Halatuju anjuran NIOSH. Bengkel yang diadakan pada Mac 2022 ini disertai oleh 50 individu yang mewakili 24 organisasi pemegang taruh (wakil kerajaan, NGO, industri, dan institut pengajian tinggi). Usaha NIOSH bagi memartabatkan KKP melalui penyelidikan akan lebih berfokus dan dipacu berteraskan MaRINA 2.0.

Diimbis semula sejarah lalu, NIOSH telah membangunkan bidang tujahan penyelidikan pertamanya sebelum ini pada tahun 2013, dan kemudian telah diperbaharui semula pada tahun 2015. Ianya dijenamakan sebagai Inisiatif Penyelidikan Malaysia untuk Agenda Nasional atau MaRINA (2016-2020) sebelum ini.

Halatuju baharu dalam penyelidikan KKP yang dibangunkan oleh NIOSH melalui penglibatan pelbagai pihak pemegang taruh dalam KKP ini, diharapkan dapat menjadi asas dan panduan dalam merancang aktiviti penyelidikan KKP selepas ini, khususnya bagi tempoh 2022 hingga 2025.

Secara dasarnya, MaRINA 2.0 mempunyai objektif yang berikut:

- (i) Mengenal pasti isu dan keperluan KKP semasa industri sebagai agenda
- (ii) Menangani isu dan keperluan KKP melalui kerjasama strategik dalam penyelidikan dan perkongsian penyebaran maklumat dalam kalangan pemegang taruh
- (iii) Mensasarkan keberhasilan penyelidikan bagi menyediakan penyelesaian terhadap isu yang menepati keperluan industri
- (iv) Menilai semula pendekatan yang telah diambil untuk tujuan penambahbaikan

Malaysia Research Initiative for National Agenda (MaRINA 2.0) 2022-2025

The Malaysian Research Initiative for National Agenda 2022-2025 better known as MaRINA 2.0 was developed through the Directional Workshop organised by NIOSH. The workshop held in March 2022 was attended by 50 individuals representing 24 stakeholder organisations (government representatives, NGOs, industry, and higher education institutes). NIOSH resolute efforts on OSH through research will be more focused and driven based on MaRINA 2.0.

Looking back, NIOSH developed its first research thrust in 2013, and later it was renewed again in 2015. Previously it was branded as the Malaysian Research Initiative for the National Agenda or MaRINA (2016-2020).

The new direction in OSH research developed by NIOSH through the involvement of various OSH stakeholders, is expected to be a basis and guide in planning OSH research activities hereafter, especially for the period from 2022 to 2025.

Generally, MaRINA 2.0 has the following objectives:

- (i) Identify the OSH issues and needs of the current industry as an agenda*
- (ii) Addressing the issues and needs of OSH through strategic collaboration in research and sharing information dissemination among stakeholders*
- (iii) Targeting the success of research to provide solutions to issues that meet the needs of the industry*
- (iv) Re-assess the approach that has been taken for the purpose of improvement*



MaRINA 2.0 memperkenalkan 12 bidang fokus penyelidikan KKP terbaharu untuk diutamakan pada tahun 2022 – 2025 seperti berikut:

MaRINA 2.0 introduced 12 new focus areas of OSH research to be emphasised for the period of 2022 – 2025 and it is as follows:

M1 Pengurusan Penuaan Tenaga Kerja Dalam Sektor Kerajaan
Managing the aging workforce in the government sector

M7 Pengurusan dan Pengawasan Penyakit Berjangkit di Tempat Kerja
Managing and controlling communicable diseases at the workplace

M2 Peningkatan KKP berdasarkan Kualiti Alam Sekitar Dalam
OSH improvements related to indoor environmental quality (IEQ)

M8 Menangani isu psikososial pekerjaan
Addressing psychosocial issues at the workplace

M3 Pencegahan Melalui Seni Reka Ergonomik
Prevention through ergonomic design

M9 Memperkasakan Higen dan Toksikologi Pekerjaan
Empowerment of hygiene and toxicology at the workplace

M4 Peningkatan Pengurusan Risiko KKP
Enhancement of OSH Risk Management

M10 Merangsangkan Budaya KKP dalam Perniagaan SME
Inculcating OSH culture for small and medium size enterprises (SME)

M5 Kos Faedah Elemen Analisis dalam KKP
Cost benefit analysis elements in OSH

M11 Inovasi Teknologi KKP
Technological innovation in OSH

M6 Peningkatan Kapasiti Kemudahan Latihan Dan Penyelidikan KKP
Capacity enhancement of OSH trainings and research facilities

M12 Keselamatan Jalanraya Berkaitan Pekerjaan (WRRS)
OSH work related road safety (WRRS)

Dua belas (12) Bidang Fokus Penyelidikan
Twelve (12) Focus Areas for Research

Geran Penyelidikan Berasaskan Hasil

NIOSH telah memperkenalkan sebuah geran yang dikenali sebagai Geran Penyelidikan Berasaskan Hasil (NIOSH Outcome-based Research Grant). Geran yang dibuka permohonannya sepanjang tahun ini, ditawarkan kepada institut pengajian tinggi dan institut penyelidikan tempatan yang berminat. Selain dipandu oleh 12 bidang fokus MaRINA 2.0, kriteria utama geran ini termasuklah:

- i. Hasil kajian dapat memberikan penyelesaian kepada isu berkaitan KKP
- ii. Hasil kajian dapat menyokong fungsi teras NIOSH
- iii. Hasil kajian berpotensi tinggi untuk dikomersialkan
- iv. Hasil kajian diperoleh melalui penggunaan kemudahan fasiliti, makmal, dan instrumen saintifik NIOSH yang sedia ada

Hasil kajian daripada beberapa program Pindaan Ilmu (Transfer of Knowledge) yang telah dijalankan oleh NIOSH dengan kerjasama bahagian dan jabatan lain adalah seperti berikut:

Outcome-based Research Grant

NIOSH introduced a grant known as the Outcome-based Research Grant for which, applications are open throughout the year. These grants are offered to local higher education institutes and research institutes. In addition to being guided by the 12 focus areas of MaRINA 2.0, the main criteria of this grant include:

- i. The results of the study can provide solutions to OSH related issues
- ii. The results of the study can support NIOSH core functions
- iii. Research results have high potential for commercialisation
- iv. Research results are obtained through the utilisation of NIOSH facilities, laboratories, and scientific instruments

Results from some of the Transfer of Knowledge programmes that were conducted by NIOSH in collaboration with other divisions and departments are as follows:



Pengenalan kepada geran ini secara tidak langsung telah banyak membantu NIOSH mempromosi dan memartabatkan KKP melalui bidang penyelidikan di Malaysia. Untuk rekod, sehingga tahun 2023 sebanyak 30 projek penyelidikan telah dianugerahkan di bawah geran ini. Permohonan baharu juga dibuka sepanjang tahun dan boleh dikemukakan kepada Pusat Pengurusan Penyelidikan (RMC) NIOSH melalui rmc@niosh.com.my atau layari laman sesawang NIOSH di <http://www.niosh.com.my> untuk mendapatkan maklumat lebih lanjut.

Jurnal KKP (JOSH): Jurnal Rasmi NIOSH

Jurnal Keselamatan dan Kesihatan Pekerjaan (JOSH) JOSH merupakan pengantara rasmi NIOSH bagi menyebarkan maklumat hasil penyelidikan KKP. Pelbagai isu-isu, topik-topik, dan perbincangan teknikal dan ilmiah berkaitan dengan KKP diterbitkan menerusi jurnal ini.

Setiap manuskrip pra-penerbitan akan melalui proses semakan penilai dan disahkan oleh Lembaga Penyunting JOSH yang terdiri daripada para pengamal KKP di industri dan institusi akademik. JOSH menerbitkan dua edisi setiap setahun iaitu pada bulan Jun dan Disember, dan boleh diakses melalui laman sesawang NIOSH. Proses penerbitan JOSH adalah seperti berikut:

Introduction to this grant has indirectly helped NIOSH to promote and uphold the credibility of OSH through research in Malaysia. For the record, up to the year 2023 as many as 30 research projects were awarded under this grant. New applications are open throughout the year and can be submitted to NIOSH Research Management Centre (RMC) via rmc@niosh.com.my or visit the NIOSH website at <http://www.niosh.com.my> for more information.

NIOSH Official Journal of OSH (JOSH)

The Journal of Occupational Safety and Health (JOSH) is NIOSH official medium for disseminating information on occupational health and safety research. Various issues, topics, and discussions related to technical and scientific content on OSH are published in this journal.

Each pre- publication manuscript will go through a peer review process and will be approved by the JOSH Editorial Board which consists of OSH practitioners from the industry and academic institutions. JOSH publishes two editions each year that is in June and December, and the publications can be accessed through NIOSH website. JOSH publication process is as follows:

1

Hantaran

Manuskrip baru dihantar melalui journal@NIOSH.com.my oleh pengarang

Submission

Author will email new manuscript to journal@niosh.com.my

2

Proses Semakan & Pembetulan

Proses semakan oleh penyemak yang dilantik dan proses pembetulan oleh pengarang manuskrip baharu dijalankan melalui journal@NIOSH.com.my

Peer Review and Corrections

Review process by an appointed reviewer & the correction process by the author of the manuscript is carried out via journal@niosh.com.my

3

Pengesahan

Pengesahan artikel dan penerbitan oleh Lembaga Editorial JOSH

Confirmation

Confirmation & publication of the new article by the JOSH Editorial Board

4

Penerbitan

Penerbitan JOSH oleh NIOSH, Malaysia

Publication

Publication of JOSH by NIOSH Malaysia

NIOSH Sebagai Pusat Kecemerlangan KKP (OSH-COE) 2023

Buat pertama kali, NIOSH telah diiktiraf sebagai Pusat Kecemerlangan bagi Keselamatan dan Kesihatan Pekerjaan (OSH-COE) pada tahun 2023. Butirannya adalah seperti berikut:

Nama Organisasi <i>Name of Organisation</i>	:	Institut Keselamatan dan Kesihatan Pekerjaan Negara (NIOSH) <i>National Institute of Occupational Safety and Health (NIOSH)</i>
Kategori Organisasi <i>Organisation</i>	:	Agensi di bawah Kementerian Sumber Manusia <i>Agency under the Ministry of Human Resources</i>
Tarikh Kelulusan Pengiktirafan <i>Approval of Recognition Date</i>	:	28 November 2023 <i>28 November 2023</i>
Bidang Tumpuan <i>Area of Focus</i>	:	Keselamatan dan Kesihatan Pekerjaan (KKP) <i>Occupational Safety and Health (OSH)</i>

Proses pengauditan telah dijalankan di NIOSH pada 16 Oktober 2023 untuk meneliti beberapa kriteria, program, dan aktiviti bagi tujuan pembuktian dan pengesahan sebagai sebuah Pusat Kecemerlangan KKP (OSH-COE). Pengauditan juga melibatkan bahagian dan jabatan lain di NIOSH.

NIOSH As OSH Centre of Excellence (OSH-COE) 2023

For the first time, NIOSH has been recognised as a Centre of Excellence for Occupational Safety and Health (OSH-COE) in 2023. The details are as follows:

The auditing process was carried out at NIOSH on October 16, 2023 to examine several criteria, programmes, and activities for the purpose of proving and confirming the establishment as an OSH Centre of Excellence (OSH-COE). Auditing also involved other divisions and departments in NIOSH.



Pengiktirafan sebagai Pusat Kecemerlangan bagi Keselamatan dan Kesihatan Pekerjaan (OSH-COE) ke atas NIOSH adalah berdasarkan komitmen, keupayaan, dan prestasi yang cemerlang dalam memenuhi objektif program iaitu, menjalankan aktiviti pengembangan ilmu, teknologi serta kepakaran dan kemahiran khusus bagi menjayakan Pusat Kecemerlangan KKP NIOSH.

The recognition of NIOSH as a Centre of Excellence for Occupational Safety and Health (OSH-COE) is based on commitment, ability, and excellent performance in meeting the objectives of programmes, namely, carrying out knowledge expansion, technology development activities as well as specialised expertise and skills to establish NIOSH as a successful OSH-COE.



2023
LAPORAN TAHUNAN



**PUSAT PENILAIAN DAN
TEKNOLOGI KAWALAN
KKP (OSHECT)
*OCCUPATIONAL SAFETY
AND HEALTH HAZARD
EVALUATION AND CONTROL
TECHNOLOGY (OSHECT)***

PUSAT PENILAIAN BAHAYA DAN TEKNOLOGI KAWALAN KKP (OSHECT)

Pengenalan OSHECT

Di bawah Rancangan Malaysia Ke-11 (RMK-11), Kerajaan Malaysia melalui Kementerian Sumber Manusia (KSM) telah memperuntukkan bantuan kewangan sebanyak RM25 juta untuk membangunkan Pusat Penilaian Bahaya dan Teknologi Kawalan KKP (OSHECT) bagi merealisasikan hak kerajaan dan juga visi dan misi penubuhan NIOSH.

Pembangunan OSHECT ini terdiri daripada pembangunan beberapa buah makmal berteknologi tinggi seperti Makmal Analisa Bahan Kimia Berbahaya kepada Kesihatan (CHL), Makmal Pengurusan Kesihatan Pekerjaan Bersepadu (OHL), Makmal Topeng Habuk (DML), Makmal Pengesahan Peralatan Pencegahan Jatuh (FPETL), Makmal Simulasi Interaktif Peralatan Perlindungan Peribadi (PSL), Makmal Hidrostatik dan Pengisian Semula (HRL), Makmal Penentuukuran Alat Penguji Gas (GCL), Makmal Penentuukuran Peralatan Sainifik (SECL), Makmal Kejuruteraan Forensik (FEL), Makmal Ergonomik Persekitaran (EEL) dan Makmal Penaksiran Ergonomik Manusia (HEAL). Di bawah pembangunan OSHECT juga, adanya dua (2) penambahan makmal baharu iaitu, Makmal Topeng Gas (GML) dan Makmal Topeng Muka dan Perubatan (FMML). Pada tahun 2023 keseluruhan makmal OSHECT telah siap terbina menjadikan keseluruhan makmal OSHECT iaitu sebanyak 13 buah.

OSH HAZARD EVALUATION AND CONTROL TECHNOLOGY CENTRE (OSHECT)

1.0 Introduction to OSHECT

Under the 11th Malaysia Plan (RMK-11), the Malaysian Government through the Ministry of Human Resources allocated financial assistance of RM25 million to develop the OSH Hazard Evaluation and Control Technology Centre (OSHECT), and also to realise the government's rights as well as the vision and mission of NIOSH.

The development of OSHECT consists of the development of several high-tech laboratories such as the Analysis Laboratory of Chemicals Hazardous to Health (CHL), Integrated Occupational Health Laboratory (OHL), Dust Mask Laboratory (DML), Fall Protection Equipment Testing Laboratory (FPETL), PPE Simulation Laboratory (PSL), Hydrostatic and Refill Laboratory (HRL), Gas Tester Calibration Laboratory (GCL), Scientific Equipment Calibration Laboratory (SECL), Forensic Engineering Laboratory (FEL), Environmental Ergonomics Laboratory (EEL), and Human Ergonomics Assessment Laboratory (HEAL). Under the development of OSHECT, there are two (2) new laboratories, namely, the Gas Mask Laboratory (GML) and the Face Mask and Medical Laboratory (FMML). In 2023, the entire OSHECT laboratory was completed, making the total number of OSHECT laboratories at 13.

Objektif keseluruhan projek ini adalah untuk menyediakan kemudahan sokongan bagi aktiviti-aktiviti NIOSH di ibu pejabat NIOSH Bandar Baru Bangi. Dengan kemudahan ini, pelbagai aktiviti baru akan dapat dijalankan berasaskan permintaan dan trend latihan masa kini. Strategi bagi pembangunan OSHECT adalah seperti rajah di bawah:

The overall objective of this project is to provide support facilities for NIOSH activities at the establishment's headquarters in Bandar Baru Bangi. With this facilities, various new activities can be carried out based on demand and trends related to current training programmes. The strategy for the development of OSHECT is as shown in the diagram below:



Carta Strategi OSHECT
OSHECT Strategy Chart

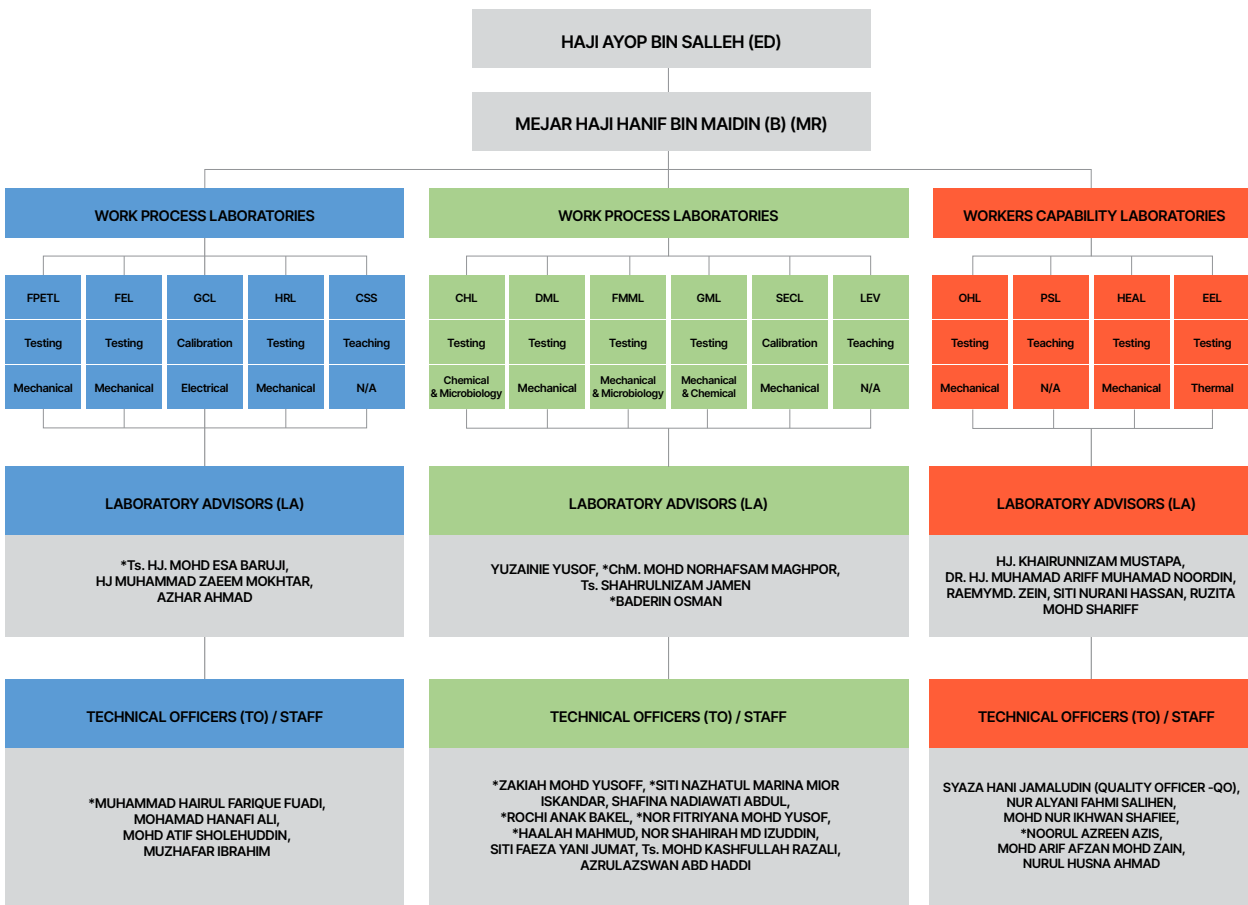
Carta Organisasi OSHECT

Penambahan tenaga kerja juga telah dilaksanakan dengan tujuan agar sistem pengurusan makmal akan lebih seragam, terancang, dan lebih sistematik. Butiran ringkas carta organisasi tersebut adalah seperti berikut:

OSHECT Organisational Chart

Additional manpower was implemented with the aim that the laboratory management system would be more uniform, planned, and systematic. Brief details of the organisational chart is as follows:

Carta Organisasi OSHECT OSHECT Organisational Chart



ABBREVIATION:	
CHL	CHEMICAL HAZARDOUS TO HEALTH LABORATORY
DML	DUST MASK LABORATORY
FPETL	FALL PROTECTION EQUIPMENT & TESTING LABORATORY
FEL	FORENSIC ENGINEERING LABORATORY
EEL	ENVIRONMENTAL ERGONOMICS LABORATORY
HEAL	HUMAN ERGONOMICS ASSESSMENT LABORATORY
OHL	OCCUPATIONAL HEALTH LABORATORY
GCL	GAS DETECTOR CALIBRATION LABORATORY
HRL	HYDROSTATIC AND REFILLING LABORATORY
PSL	PPE SIMULATION LABORATORY
SECL	SCIENTIFIC EQUIPMENT CALIBRATION LABORATORY
GML	GAS MASK LABORATORY
FMML	FACE AND MEDICAL MASK LABORATORY
LEV	LOCAL EXHAUST VENTILATION LABORATORY
CSS	CONFINED SPACE SIMULATOR

REMARK:	
*	: APPROVED SIGNATORY
N/A	: NOT APPLICABLE
<-XXXX>	: ACCREDITED LABORATORY

Sasaran President Award

Targeting the President Award



Makmal CHL dan GCL telah menerima pengiktirafan Makmal Cemerlang bagi Anugerah Laboratory Excellence Award 2023 anjuran Institut Kimia Malaysia (IKM). Sehingga tahun 2023, makmal CHL adalah penerima Anugerah Silver Award bagi kecemerlangan makmal dua belas (12) tahun berturut-turut oleh pihak IKM. Sasaran seterusnya adalah untuk mencapai Anugerah President Award pada tahun 2025 dan Gold Award pada tahun 2026 bagi kecemerlangan makmal lima belas (15) berturut-turut daripada Institut Kimia Malaysia (IKM). Anugerah ini membuktikan kecemerlangan perkhidmatan yang ditawarkan oleh setiap makmal NIOSH adalah konsisten kepada para pelanggannya, dan seterusnya meningkatkan kepercayaan orang awam dan industri lain untuk mendapatkan perkhidmatan analisis di makmal NIOSH.

CHL and GCL laboratories received recognition as Outstanding Laboratories for the Laboratory Excellence Award 2023 organised by the Malaysian Chemical Institute (IKM). As of 2023, the CHL laboratory is the recipient of the Silver Award after receiving the excellence awards for twelve (12) consecutive years. The next target is to achieve the President Award in 2025 and the Gold Award in 2026 for receiving the excellence awards for fifteen (15) consecutive years from IKM. This award proves the excellent services offered by NIOSH laboratories are consistent, and further increase the confidence of the public and other industries to obtain analytical services from them.

Projek dan Sampel OSHECT Bagi Tahun 2023 (sehingga 31 Disember 2023)

Sasaran projek dan sampel OSHECT bagi tahun 2023 adalah 11,511 sampel dan 905 projek. Setiap tahun, sasaran yang ditetapkan semakin meningkat dari tahun-tahun sebelumnya.

OSHECT Projects and Samples for the Year 2023 (until 31 December 2023)

OSHECT projects and samples targets for 2023 are 11,511 samples and 905 projects. Every year, the set targets are increased from the previous years.

Makmal / Laboratory	Sampel / Samples	Projek / Projects
Makmal Analisa Bahan Kimia Berbahaya kepada Kesihatan (CHL) <i>Chemical Hazardous Laboratory (CHL)</i>	8,503	414
Makmal Topeng Habuk (DML) <i>Dust Mask Laboratory (DML)</i>	290	34
Makmal Pengesahan Peralatan Pencegahan Jatuh (FPETL) <i>Fall Protection Equipment Testing Laboratory (FPETL)</i>	90	6
Makmal Penentuukuran Alat Penguji Gas (GCL) <i>Gas Detector Calibration Laboratory (GCL)</i>	114	19
Makmal Hidrostatik dan Pengisian Semula (HRL) <i>Hydrostatics and Refilling Laboratory (HRL)</i>	-	-
Makmal Penentuukuran Peralatan Sainifik (SECL) <i>Scientific Equipment Calibration Laboratory (SECL)</i>	80	-
Makmal Kejuruteraan Forensik (FEL) <i>Forensic Engineering Laboratory (FEL)</i>	4	2
Makmal Penaksiran Ergonomik Manusia (HEAL) <i>Human Ergonomics Assessment Laboratory (HEAL)</i>	406	12
Makmal Ergonomik Persekitaran (EEL) <i>Environmental Ergonomics Laboratory (EEL)</i>	382	7
Makmal Pengurusan Kesihatan Pekerja Bersepadu (OHL) <i>Occupational Health Laboratory (OHL)</i>	486	13
Makmal Simulasi Interaktif Peralatan Perlindungan Peribadi (PSL) <i>PPE Simulation Laboratory (PSL)</i>	29	-
Makmal Topeng Muka dan Perubatan (FMML) <i>Face Mask Medical Laboratory (FMML)</i>	63	9
Makmal Topeng Gas (GML) <i>Gas Mask Laboratory (GML)</i>	33	-

Pembangunan Fasiliti Dan Peralatan Makmal

Makmal OSHECT telah dibangunkan dari tahun 2016 melalui geran RMK-11. Bagi menjamin kualiti dan servis makmal pada tahun 2022, terdapat pembangunan fasiliti dan peralatan makmal. Butiran adalah seperti berikut:

Facility and Laboratory Equipment Development

The OSHECT laboratory was developed since 2016 through a RMK-11 grant. In order to guarantee the quality and service of the laboratory, starting 2022 the development of laboratory facilities and equipment began. The details are as follows:

BIL	PEMBANGUNAN FASILITI DAN PERALATAN MAKMAL DEVELOPMENT OF FACILITY AND LABORATORY EQUIPMENT	MAKMAL LABORATORY
1.	Peralatan / <i>Equipment</i> : 1. Inductively Coupled Plasma Mass Spectrometry (ICP-MS) 2. Mercury Analyzer 3. X-ray Diffraction (XRD) Ultima IV 4. X-ray Fluorescence (XRF) NEX DE 5. Ion Chromatography (IC) 6. Polarized Light Microscopy (PLM) 7. Micro Analytical Balance (XPE 26DR)	CHL
2.	Peralatan / <i>Equipment</i> : 1. TSI High Flow Automated Filter Tester System 2. Breathing Machine with Double Ended Main Lung 3. Humidifier 4. Sheffield Head 5. Filter Shaker 6. Breathing Resistance Measuring Equipment 7. Large NaCl Atomizer 8. NaCl Flame Photometer 9. Treadmill 10. Flammability Test Rig System 11. Supplementary CO ₂ Test Equipment System 12. Dolomite Dust Test Equipment System 13. Paraffin Oil Filter Test Equipment System 14. Compressed Air Generator	DML
3.	Peralatan / <i>Equipment</i> : 1. Static Strength Room 2. Climatic Chamber Room 3. Dynamic Performance Peralatan Menara / <i>Tower Equipment</i> : 1. Universal Testing Machine (UTM) 2. Dynamic Performance Force Measurement Instrument 3. Climatic Chamber Machine 4. Dead weight	FPETL

BIL	PEMBANGUNAN FASILITI DAN PERALATAN MAKMAL DEVELOPMENT OF FACILITY AND LABORATORY EQUIPMENT	MAKMAL LABORATORY
4.	<p>Kemudahan / <i>Facilities</i> :</p> <p>Ruang / <i>Space</i> :</p> <ol style="list-style-type: none"> 1. Acoustic Lab 2. Vibration & Thermal Lab 3. Air Flow Lab <p>Peralatan / <i>Equipment</i> :</p> <ol style="list-style-type: none"> 1. Full Sound Proof Room 2. Full system Acoustic Calibration System 3. Anechoic Chamber 	SECL
5.	<p>Kemudahan / <i>Facilities</i> :</p> <p>Ruang / <i>Space</i> :</p> <ol style="list-style-type: none"> 1. Physical and Fitness assessment room 2. Cardiorespiratory assessment room 3. Gymnasium <p>Peralatan / <i>Equipment</i> :</p> <ol style="list-style-type: none"> 1. Body composition analyzer (Station and mobile) 2. Physiological Status Monitor (HR, BR, Posture) 3. Mobile ECG 4. Spirometer 5. Audiometer 	OHL
6.	<p>Kemudahan / <i>Facilities</i> :</p> <ol style="list-style-type: none"> 1. Material Preparation & Analysis Section 2. Engineering Workshop 3. 3d & Rapid Prototyping Section <p>Peralatan / <i>Equipment</i> :</p> <ol style="list-style-type: none"> 1. Metallographic Abrasive Manual Cutting Machine 2. Metallographic Automatic Mounting Press Machine 3. Metallographic Semi-Automatic Grinder-Polisher 4. Micro Hardness Tester 5. Metallurgical Microscope With Microscopy Camera & Analysis Software 6. 3d Printer For Rapid Prototyping 	FEL

BIL	PEMBANGUNAN FASILITI DAN PERALATAN MAKMAL DEVELOPMENT OF FACILITY AND LABORATORY EQUIPMENT	MAKMAL LABORATORY
7.	Peralatan / <i>Equipment</i> : 1. Mask Bacterial Filtration Efficiency (BFE) Tester 2. Face Mask Particulate Filtration Efficiency (PFE) Tester 3. Sataton Particulate Filtration Efficiency Tester 4. Mask Synthetic Blood Penetration Tester 5. Face Mask Air Flow Resistance and Differential Pressure Tester 6. Respiratory Resistance Tester 7. Medical Masks Flammability Tester 8. 45 Degree Flammability Tester 9. Multifunctional Tensile Tester for Face Mask 10. Automatic Colony Counters & Inhibition Zone Readers 11. Medical / Pharmaceutical Refrigerators 12. Biosafety Cabinet Class II 13. Incubators 14. Compact Autoclave Range	FMML
8.	Peralatan / <i>Equipment</i> : 1. FID Analyzer 2. Humidity Generator 3. Miller Nelson Research 4. FTIR Analyzer 5. H2S Detector 6. Mass Flow Controller 7. Temperature & Humidity Sensor 8. Integrated Filter System (ITS) Gas Detection Control Panel 9. Gas Detector NH3, SO2, H2S, NO,NO2,CH4 10. Fumehood - Filter Replacement 11. Gas Piping - Leak test checking 12. Software for ITS - Maintenance/Upgrade	GML
9.	Peralatan / <i>Equipment</i> : 1. Thermohyrometer 2. Flow Regulator 3. Flow Regulator 4. Master Gas Detector	GCL

BIL	PEMBANGUNAN FASILITI DAN PERALATAN MAKMAL DEVELOPMENT OF FACILITY AND LABORATORY EQUIPMENT	MAKMAL LABORATORY
10.	Peralatan / <i>Equipment</i> : 1. Hydro-Test System 2. Water Jacket 3. Cylinder Stand 4. Cylinder Dryer 5. Calibrated cylinder 6. Cylinder Vice Station 7. Monorail Hoist 8. Visual Analyzer 9. Inspection Light 10. Ultrasonic Cleaner 11. Digital Meter 12. Manual gauge 13. Tork Wrench 14. Cylinder Roller 15. SCBA Cylinder Digital Scale 16. Tork Wrench 17. SCBA Cylinder Inversion Rack 18. Nardi Compressor	HRL
11.	Peralatan / <i>Equipment</i> : 1. Human Performance Testing Chamber 2. Human Performance Testing Treadmill 3. Thermal Imager 4. Fume & Dust Extractor 5. Heat Stress Monitor 6. Tri-Axial Icp Accelerometer 7. Human Vibration Meter (Data Logger) 8. Questemp 15 9. Personal Temperature Monitor (Questemp 11) 10. Thermal Hygrometer 11. Noise Dose Meter 12. Skin Moisture Meter 13. Vibration Level Meter 14. Lux Meter	EEL

BIL	PEMBANGUNAN FASILITI DAN PERALATAN MAKMAL DEVELOPMENT OF FACILITY AND LABORATORY EQUIPMENT	MAKMAL LABORATORY
12.	Peralatan / <i>Equipment</i> : 1. 3d Body Motion Capture 2. Freedom Functional Capacity Evaluation System 3. Industrial Lumbar Motion Meter (IImm) 4. Ergometer 5. High Performance Treadmill 6. Wearable Electroencephalogram (Eeg) 7. Wearable Metabolic System 8. Eye Tracking With Sensor 9. Wearable Muscle Oxygen Monitor And Lactate Treshold: Bsx 10. Physiological Monitoring System 11. Vapometer 12. Near Point Meter 13. Human Performance Testing - Electromyography 14. Captiv T-Log 15. Human Performance Testing - Body Pressure Distribution Sensor 16. 3d Body Motion Capture - Laptop 17. Freedom Functional Capacity Evaluation System - Laptop 18. Ergonomics And Analysis Software - 3dspp & Ergomaster (Nexgen Ergonomic) 19. Wearable Metabolic System - Laptop 20. Eye Tracking With Sensor - Laptop 21. Physiological Monitoring System - Laptop 22. Physiological Monitoring System - Laptop 23. Industrial Lumbar Motion Meter (IImm) - Laptop 24. Human Performance Testing - Electromyography 25. Digital Push & Pull Gauge 26. Analog Push & Pull Gauge 27. Laser Distance Meter	
13.	Peralatan / <i>Equipment</i> : 1. Augmented Reality (AR) Devices 2. Led Monitor / Television 3. Simulator Workstation 4. Database Workstation 5. Ups System 6. Server Rack Cabinet 7. Wireless Router 8. Software Development	PSL

Program Kerjasama Luar

Pelbagai bentuk kursus dan latihan telah dirancang bagi tujuan untuk meningkatkan pengetahuan, kesedaran dan juga kompetensi bagi kesemua kakitangan makmal. Bagi menjamin kualiti dan perjalanan khidmat rundingan di jabatan makmal, kakitangan makmal OSHECT telah menghadiri beberapa program latihan anjuran NIOSH dan juga institusi di luar NIOSH. Bagi tahun 2023, norma baharu telah diaplikasikan dalam budaya kerja di makmal OSHECT. Dengan kerjasama daripada pelbagai pihak, beberapa kursus dan latihan telah berjaya dijalankan hasil daripada penubuhan makmal OSHECT. Butiran program adalah seperti berikut:

External Cooperation Programmes

Various types of courses and trainings were planned for the purpose of increasing knowledge, awareness and competence for all laboratory staff. To guarantee the quality and progress of consultancy services in the laboratory department, OSHECT laboratory staff attended several training programmes organised by NIOSH and external institutions. For the year 2023, new norms were applied in the work culture at the OSHECT laboratory. With the cooperation of various parties, several courses and trainings were successfully with the existence of OSHECT laboratories. Programme details are as follows:

No	Universiti / Agensi <i>University / Agency</i>	Jalinan Kerjasama <i>Inter-Cooperation</i>
1.	Universiti Tun Hussein Onn Malaysia (UTHM)	Penyelidikan / <i>Research</i> Kajian Kejuruteraan Forensik Mengenai Penilaian Integriti Struktur Sistem Perancah / <i>Forensic Engineering Study on Structural Integrity Evaluation of Scaffolding System</i>
2.	Universiti Teknologi Malaysia (UTM)	Penyelidikan / <i>Research</i> Pembangunan Modul Latihan Permainan Untuk Pengenalpastian Bahaya, Penaksiran Risiko dan Kawalan Risiko (HIRARC) Menggunakan Platform Realiti-Campuran Persekitaran / <i>Development Of Game Training Module For Hazard Identification, Risk Assessment And Risk Control (HIRARC) Using A Mixed-Reality (MR) Environment Platform</i>
3.	SIRIM Berhad	Piawaian ISO 27025 <i>Standards</i>
4.	Emerging Journey Asia (EJA)	Pembangunan Modul Minda Sihat / <i>Healthy Mind Module Development</i>
5.	National Metrology Institute of Malaysia (NMIM)	Perbandingan Antara Makmal/ <i>Interlab Comparisons</i>
6.	BSI Services Malaysia Sdn Bhd	Ujian Kecekapan/ <i>Proficiency Testing</i>
7.	JNIOSH	Jalinan Antarabangsa/ <i>International Cooperation</i>

No	Kursus / latihan <i>Course / Training</i>	Tarikh <i>Date</i>
1.	Bengkel Semakan Dokumen ISO 17025 / <i>ISO 17025 Document Review Workshop</i>	17-19 Jan 2023
2.	ISO 14001 EMS Aspek dan Kesan / <i>ISO 14001 EMS Aspect and Impact</i>	30-31 Jan 2023
3.	Pengurusan Sisa Buangan Berjadual / <i>Scheduled Waste Management</i>	2-3 Feb 2023
4.	Latihan Peralatan GML / <i>Equipment training GML</i>	30 May – 1 Jun 2023
5.	Pengurusan Sistem Alam Sekitar ISO 14001:2015 Latihan Auditor Dalaman / <i>Environmental Management Systems ISO 14001:2015 Internal Auditor Training</i>	30-31 Jan 2023
6.	Pemantau Pergerakan Lumbar Industri (ILMM) / <i>Industrial Lumbar Motion Monitor (ILMM)</i>	22 – 23 Okt 2023

Hasil Penerbitan

Makmal OSHECT juga telah menjalankan projek-projek penyelidikan bersama industri, universiti, kolej dan sebagainya. Beberapa projek-projek yang dijalankan ini telah menerbitkan artikel seperti di bawah :

Publications

The OSHECT laboratory carried out joint research projects with industry, universities, colleges and so on. Some of the projects conducted had published the following articles as listed below:

No	Nama makmal / Laboratory Name	Penerbitan / Publisher
1.	Kesan reka bentuk N95 pada kesesuaian alat pernafasan dan perkaitannya dengan jantina dan dimensi muka / <i>The effect of N95 designs on respirator fit and its associations with gender and facial dimensions.</i>	Jurnal Institui Penyelidikan Perubatan Malaysia <i>Institute for Medical Research Malaysia Journal</i>
2.	Potensi penggunaan polimer biodegradasi untuk sisipan penapis topeng muka yang dihasilkan menggunakan kaedah pemutaran elektro / <i>Potential use of biodegradable polymers for face mask filter inserts produced using electrospinning methods</i>	Jurnal Kejuruteraan & Sains Polimer <i>Polymer Engineering & Science Journal</i>

Audit & Pemeriksaan

Sasaran utama bagi tahun 2023 adalah untuk mendapatkan pensijilan MS ISO 17025 bagi empat makmal iaitu Makmal Penentuan Peralatan Sainifik (SECL), Makmal Kejuruteraan Forensik (FEL), Makmal Hidrostatik dan Pengisian Semula (HRL), dan Makmal Penentuan Alat Penguji Gas (GCL). Pensijilan ini amat penting bagi mematuhi piawai yang ditetapkan selain mendapatkan keyakinan pelanggan untuk menghantar sampel ke makmal NIOSH pada masa hadapan. Berikut merupakan maklumat ringkas berkenaan sesi audit dan pemeriksaan yang telah dijalankan:

Audit and Inspections

The main target for the year 2023 was to obtain the MS ISO 17025 certification for four laboratories namely, the Scientific Equipment Calibration Laboratory (SECL), the Forensic Engineering Laboratory (FEL), the Hydrostatic and Refilling Laboratory (HRL), and the Gas Testing Instrument Calibration Laboratory (GCL). This certification is very important so as to comply with established standards in addition to gaining the confidence of customers to send samplings to NIOSH laboratories in the future. The following is a brief information regarding the audit and inspection sessions that were conducted:

No.	Perkara/ Subject	Pemeriksa / Examiner	Makmal Terlibat / Laboratory
1.	Audit Dalaman / <i>Internal Audit</i>	NIOSH	OSHECT
2.	Audit Pensijilan Intertek Bagi Sistem Pengurusan <i>Intertek Audit Certification for Management System</i> ISO 9001:2015 (QMS), ISO 45001:2018 (OSHMS), ISO 14001:2015 (EMS)	Auditor Luar <i>External Auditor</i>	OSHECT
3.	Audit MS ISO 17025:2017	Jabatan Standard Malaysia <i>Department of Standards Malaysia</i>	CHL, DML, FPETL, GCL, SECL, FEL, HEAL, EEL, HRL
4.	Pensijilan Semula / <i>Re-certification</i>	IKM <i>Malaysian Institute of Chemistry</i>	CHL

Lawatan ke Makmal OSHECT

Makmal OSHECT telah menarik minat pelbagai pihak dengan menerima kunjungan pelawat dari dalam dan luar negara sepanjang tahun 2023. Pada tahun 2023, jumlah keseluruhan pelawat OSHECT adalah sebanyak 700 pelawat termasuk lawatan ke makmal di ibu pejabat Bandar Baru Bangi dan cawangan Johor.

Antara tujuan lawatan adalah untuk penyebaran maklumat makmal, penggunaan kelas latihan, mesyuarat dan sebagainya. Lawatan untuk penyebaran maklumat melibatkan universiti tempatan dan swasta bagi menganjurkan kursus Keselamatan dan Kesihatan Pekerjaan (KKP). Penggunaan kelas latihan pula melibatkan kursus-kursus latihan seperti Juruteknik Higen 1 (Pemantauan Bahan Kimia), Juruteknik Higen 2 (Penelitian, Pengujian, dan Pemeriksaan Peralatan Kawalan Kejuruteraan), Penilai Risiko Bunyi (NRA), Jawatankuasa Keberkesanan Keselamatan dan Kesihatan (ESHC), Pegawai Keselamatan dan Kesihatan (SHO), Pelaporan Insiden dan Teknik Analisis (IRAT) dan sebagainya.

Di bawah ialah butiran senarai kehadiran lawatan ke makmal OSHECT sepanjang tahun 2023:

OSHECT Laboratory Visits

The OSHECT laboratories attracted the interest of local and international visitors throughout the year 2023. A total of 700 visitors had visited the laboratories at NIOSH headquarters in Bandar Baru Bangi and the Johor branch.

Among the purposes of these visits are for the dissemination of laboratory information, and used them for other activities such as training and meeting. Visits by local and private universities were to organise Occupational Safety and Health (OSH) courses. Training classes involved courses such as Hygiene Technician 1 (Chemical Monitoring), Hygiene Technician 2 (Research, Testing, and Inspection of Engineering Control Equipment), Noise Risk Assessor (NRA), Effective Safety and Health Committee (ESHC), Safety and Health Officer (SHO), Incident Reporting and Analysis Techniques (IRAT).

Below is the list of OSHECT laboratory visits attendance detail throughout 2023:

No	Nama Name	Latar belakang Background
1.	NewbieTech Asia	Swasta / Private
2.	Emerging Journey Asia (EJA Asia)	Swasta / Private
3.	KYM Holdings Berhad	Swasta / Private
4.	International College of Yayasan Melaka (ICYM)	Universiti / University
5.	Universiti Sultan Zainal Abidin (UniSZA)	Universiti / University
6.	Universiti Sains Islam Malaysia (USIM)	Universiti / University
7.	Jabatan Keselamatan & Kesihatan Perkerjaan Malaysia (JKKP)	Universiti / University
8.	Volt On Sdn Bhd	Industri / Industry
9.	BASF PETRONAS Chemicals Sdn Bhd	Industri / Industry
10.	Tasek Corporation	Industri / Industry
11.	Hospital Tengku Ampuan Rahimah	Kerajaan / Government
12.	Universiti Kebangsaan Malaysia (UKM)	Universiti / University

No	Nama Name	Latar belakang Background
13.	JX Nippon Oil & Gas Exploration Corporation	Swasta / <i>Private</i>
14.	Universiti Teknologi Petronas (UTP)	Universiti / <i>University</i>
15.	Active Acoustic Engineering Sdn Bhd	Swasta / <i>Private</i>
16.	Polis Diraja Malaysia (PDRM)	Kerajaan / <i>Government</i>
17.	Institut Penyelidikan Sains & Teknologi Pertahanan (STRIDE)	Kerajaan / <i>Government</i>
18.	Monash University Malaysia	Universiti / <i>University</i>
19.	Hartalega Holdings Berhad	Industri / <i>Industry</i>
20.	Pertubuhan Keselamatan Sosial (Perkeso)	Swasta / <i>Private</i>
21.	University of Nottingham Malaysia	Universiti / <i>University</i>
22.	Jabatan Mineral dan Geosains Malaysia (JMG)	Kerajaan / <i>Government</i>
23.	Mental Wellness Ecotourism Center Malaysia	Industri / <i>Industry</i>
24.	Aworldtec Engineering	Swasta / <i>Private</i>
25.	Kementerian Kesihatan Malaysia (KKM)	Kerajaan / <i>Government</i>
26.	Universiti Putra Malaysia (UPM)	Universiti / <i>University</i>
27.	Hospital Setiu Terengganu	Kerajaan / <i>Government</i>
28.	Institut Kanser Negara (IKN)	Kerajaan / <i>Government</i>
29.	Inbiosis UKM	Universiti / <i>University</i>
30.	Intertek Certification International Sdn Bhd	Industri / <i>Industry</i>
31.	Jabatan Kimia Malaysia (IKM)	Kerajaan / <i>Government</i>
32.	Esco Micro	Industri / <i>Industry</i>
33.	Jabatan Standard Malaysia	Kerajaan / <i>Government</i>
34.	S.P. Setia	Swasta / <i>Private</i>
35.	Elentec Malaysia Sdn Bhd	Swasta / <i>Private</i>
36.	Nestle Manufacturing	Swasta / <i>Private</i>
37.	Ecooils (Negeri Sembilan) Sdn Bhd	Swasta / <i>Private</i>
38.	Welfab Engineering Works Sdn Bhd	Swasta / <i>Private</i>
39.	Management and Science University (MSU)	Universiti / <i>University</i>
40.	Vale Malaysia Minerals	Industri / <i>Industry</i>
41.	Cmeis Solutions Sdn Bhd	Industri / <i>Industry</i>

Pembangunan Kapasiti



Aktiviti Pemantau Pergerakan Lumbar (LMM) di industri untuk menilai risiko sakit belakang di kalangan pekerja industri.
Lumbar Motion Monitor (LMM) activities in the industry to assess the risk of back pain among industrial workers.



Audit Penilaian untuk OSHECT di bawah RMK-11 oleh pihak IAU tarikh 7-14 Mac 2023.
Assessment Audit for OSHECT under RMK-11 by the IAU on March 7-14, 2023.

Capacity Development



Bengkel Semakan Dokumen ISO/IEC 17025:2017 tarikh 17-19 Januari 2023.
ISO/IEC 17025:2017 Document Review Workshop 17-19 January 2023.



Bengkel OSHECT MU/MV ISO/IEC 17025 untuk makmal.
OSHECT MU/MV ISO/IEC 17025 Workshop for Laboratory



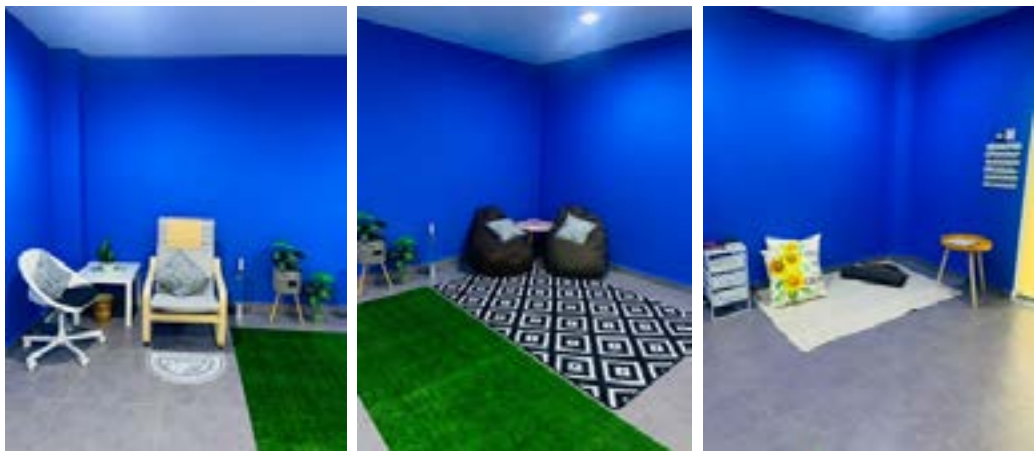
Hari Bertemu Pelanggan Kementerian Sumber Manusia di IOI Mall Putrajaya tarikh 8 Mei 2023.

Ministry of Human Resources (MHR) Meet and Greet Customers Day at IOI Mall Putrajaya on 8 May 2023.



Perkhidmatan Teknikal (TS) kepada industri – Pemantau Pergerakan Lumbar Industri (ILMM) dan Penilaian Kapasiti Fungsian (FCE) di Johor.

Technical Services (TS) for the Industry – Industrial Lumbar Motion Monitoring (ILMM) and Functional Capacity Assessment (FCA) in Johor.



Bunker Daya Tahan Tegap (Resilience Bunker - ResBunk) mula beroperasi di Aras 2 Bangunan Utama NIOSH dan dibuka kepada semua kakitangan.

The Resilience Bunker (ResBunk) is now operational on Level 2 of the NIOSH Main Building and open to all staff.



Sesi rakaman video korporat Kementerian Sumber Manusia pada 4 Disember 2023.
Ministry of Human Resources (MHR) corporate video recording session on December 4, 2023



Analisa sampel di Makmal Topeng Muka dan Perubatan (FMML).
Sample Analysis in the Face Mask and Medical Laboratory (FMML).

Terbitan Infografik OSHECT



OSHECT Infographic Publication



SUDUT GALERI FOTO

PHOTO GALLERY



Lawatan ke Makmal OSHECT oleh YBhg. Dato' Seri Ir. Dr. Zaini Ujang,
Ketua Setiausaha Kementerian Sumber Manusia pada 11 Julai 2023.
*Visit to OSHECT Laboratory by YBhg. Dato' Seri Ir. Dr. Zaini Ujang,
Secretary General of the Ministry of Human Resources on July 11, 2023.*



Lawatan makmal dari Management Science University (MSU) pada 6 Disember 2023.
Management Science University (MSU) visit to OSHECT laboratory on December 6, 2023.



Lawatan jalinan kerjasama ke makmal OSHECT dari Pusat Penyelidikan UMS pada 28 Februari 2023.

A collaborative visit to the OSHECT laboratory from the UMS Research Centre on February 28, 2023.



Lawatan ke makmal OSHECT dari Third Country Training Program (TCTP) iaitu wakil-wakil dari negara Nepal, Sri Lanka, Pakistan, Cambodia, Laos dan Timor Leste pada 9 Oktober 2023

A visit to the OSHECT laboratory from the Third Country Training Program (TCTP) representatives from Nepal, Sri Lanka, Pakistan, Cambodia, Laos and Timor Leste on 9 October 2023.

Klinik Kesihatan Pekerja (KKP) - Perakuan Dari Klinik Perubatan Swasta.

OHC Klinik telah didaftarkan sebagai klinik swasta di bawah Kementerian Kesihatan Malaysia pada 17 Mac 2021. Institut Keselamatan dan Kesihatan Negara (NIOSH) menjadi badan yang mempelopori penubuhan OHC Klinik. Klinik ini ditubuhkan bagi mencapai objektif menjaga kesihatan pekerja dan mencegah daripada penyakit pekerjaan.

Waktu Operasi:

Isnin - Jumaat : 8:00 pagi hingga 5:15 petang
 Tutup: Sabtu, Ahad, dan Cuti Umum

Occupational Health Clinic - Certifications as a Private Medical Centres.

OHC Clinic was registered as a private medical clinic under the Malaysian Ministry of Health on March 17, 2021. The National Institute of Safety and Health (NIOSH) became the body that pioneered the establishment of the OHC Clinic. This clinic was established to achieve the objective of caring for employee health and preventing occupational diseases.

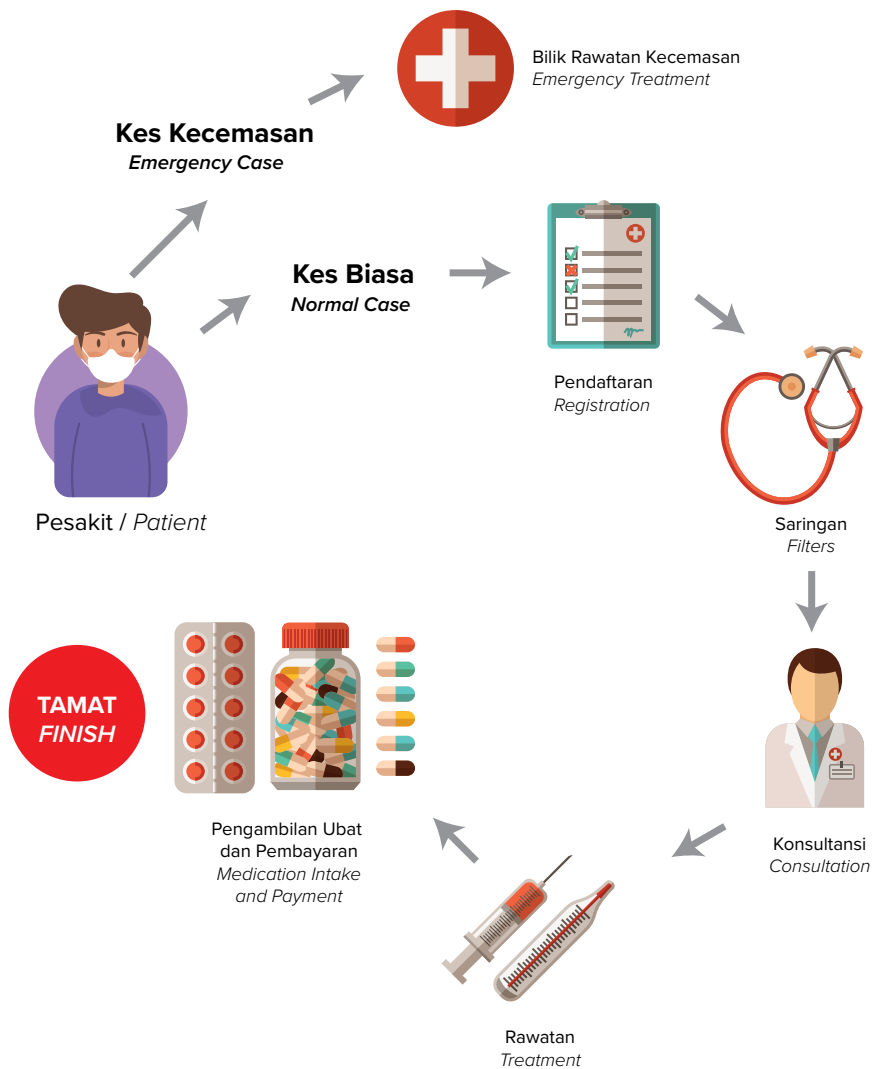
Operational Hours

Monday - Friday
 8.00 AM – 5.15 PM
 Closed on: Saturday, Sunday, and Public Holidays

PERKHIDMATAN YANG DITAWARKAN	SERVICES OFFERED
Pemeriksaan Kesihatan	Health Screening
Perundingan perubatan am dan rawatan	General medical consultation and treatment
Peperiksaan Perubatan Pra-pekerjaan: Ruang Terkurung	Pre-employment Medical Examination: Confined Space
Peperiksaan Perubatan Pra-pekerjaan: Orang Kompeten JKPP	Pre-employment Medical Examination: DOSH Competent Person
Peperiksaan Perubatan Pra-pekerjaan: Marin (Pelaut)	Pre-employment Medical Examination: Marine (Seafarer)
Pengurusan Kes Kesihatan Pekerja	Occupational Health Case Management
Laporan Perubatan Pampasan PERKESO	SOCOSO Compensation Medical Report
Ujian Air Liur COVID-19	COVID-19 Saliva Test
Elektrokardiogram	ECG
Penyiasatan darah dan air kencing	Blood and Urine investigation
Air kencing untuk Ujian Dadah	Urine for Drug Test
Nebulizer	Nebulizer
X-Ray Dada	Chest X-Ray
Pengumpulan Darah	Blood Grouping

PERKHIDMATAN YANG DITAWARKAN (dengan kerjasama Makmal OH)	SERVICES OFFERED (In collaboration with the OH laboratory)
Ujian In-Body	In-Body Test
Kecergasan Kesihatan U-Town	U-Town Health Fitness
VO2 Max	VO2 Max
Ujian Tekanan	Stress Test

Carta Alir Pesakit Di OHC Patient Flow Chart At OHC





Booth Mempromosikan Perkhidmatan untuk Hari Bertemu Pelanggan KSM di IOI City Mall, Putrajaya.
Booth to promote services at the MHR Meet and Greet Customers Day at IOI City Mall, Putrajaya.



Majlis Pelancaran Bulan TM OSHE GNT 2023 di Menara TM, Cyberjaya. Kolaborasi bersama NIOSH, PERKESO, DOSH dan PM Care.

Launch Ceremony of TM OSHE GNT Month 2023 at Menara TM, Cyberjaya. In collaboration with NIOSH, SOCSO, DOSH and PM Care.



Penilaian Audiometri TNB Stesen Janakuasa Tengku Jaafar di Port Dickson, Negeri Sembilan.

Audiometry Evaluation at TNB Tengku Jaafar Power Station in Port Dickson, Negeri Sembilan



Program CSR bagi kakitangan JKR di tapak projek pembinaan pejabat dan Pusat Latihan Unit Tindakhas PDRM di Semenyih.

CSR programme for JKR staff at PDRM Special Task Force office's construction site in Semenyih.



2023
LAPORAN TAHUNAN

PENYEBARAN MAKLUMAT
INFORMATION DISSEMINATION

LAPORAN TAHUNAN AKTIVITI PENYEBARAN MAKLUMAT TAHUN 2023

Penyebaran maklumat merupakan salah satu fungsi utama NIOSH dalam usaha institut ini untuk memperkenalkan budaya kerja selamat dan sihat di tempat kerja. Di samping itu, NIOSH sentiasa bergerak aktif dan bertanggungjawab untuk menyediakan maklumat yang tepat dan terkini berkaitan KKP bagi membantu majikan dan pekerja mempertingkatkan amalan KKP dan mengurangi kadar ataupun risiko kemalangan dan penyakit di tempat kerja.

Pada tahun 2023, NIOSH terus komited melaksanakan pelbagai aktiviti penyebaran maklumat seperti seminar, pameran, ceramah serta menerbitkan pelbagai bahan bacaan dan rujukan KKP dalam bentuk jurnal, poster dan buku termasuk buletin FYI serta risalah INTELLECT dan OSH Alert.

Dengan objektif untuk memberikan lebih banyak informasi terkini dalam bidang KKP dan isu semasa, NIOSH turut menganjurkan siri ceramah KKP secara mingguan melalui pelaksanaan secara hibrid yang dikenali sebagai #NIOSHTalk.

Jadual 1: Aktiviti Penyebaran Maklumat bagi tahun 2023

Bil. / No.	Butiran / Details	Bilangan Aktiviti / Number of Activities	Bilangan Peserta / Number of Participants
1.	Seminar / <i>Seminar</i>	63	2,341
2.	Ceramah / <i>Lecture</i>	250	-
3.	Pameran/Lawatan <i>Exhibitions/Visits</i>	254	-
4.	Penerbitan / <i>Publications</i>	89	-

INFORMATION DISSEMINATION ACTIVITY YEARLY REPORT 2023

Information dissemination is one of NIOSH main functions and effort to introduce a safe and healthy work culture at any given workplace. In addition, NIOSH is always active and responsible towards providing accurate and up-to-date information related to OSH in order to help employers and employees improve OSH practices while reducing the rate or risk of accidents and illnesses in the workplace.

In 2023, NIOSH continued to commit itself to carrying out various information dissemination activities such as seminars, exhibitions, and lectures as well as publishing various OSH reading and reference materials in the form of journals, posters and books including FYI bulletins, INTELLECT and OSH Alert brochures.

With the objective of providing up-to-date information on OSH including current issues, NIOSH also organised a series of OSH talks on a weekly basis through a hybrid implementation known as #NIOSHTalk

Table 1: Information Dissemination Activities for the year 2023

Program Lawatan Visit Programme



21 Mac 2023: Lawatan Pelajar USIM
21 March 2023: USIM Students Visit



21 Mac 2023 : Lawatan pelajar Institute Jantung Negara
21 March 2023: Institute Jantung Negara Students Visit



9 Mac 2023 : Lawatan MTUC
9 March 2023: MTUC Visit



28 November 2023 - NIOSH telah menerima lawatan daripada Calon Doktor Kesihatan Awam (DrPH) Universiti Sains Malaysia.
28 November 2023-NIOSH has received a visit from the candidate of Doctor of Public Health (DrPH) Universiti Sains Malaysia.



13 Disember 2023 - Lawatan dari Pelajar Universiti Putra Malaysia dan Universiti Malaya.
13 December 2023-visit from students of Universiti Putra Malaysia and University of Malaya.

Aktiviti Pameran *Exhibition Activities*





Aktiviti Jemputan Luar dan Taklimat OSH In School SMK Taman Sri Rampai
Outdoor invitation activities and briefing OSH in school SMK Taman Sri Rampai



Pelaksanaan Program Kesedaran
22 Februari 2023 : Program Kempen Kesedaran Keselamatan Jalan Raya

Implementation Of Awareness Programs
22 February 2023: Road Safety Awareness Campaign Programme



25 Oktober 2023 : Program Bantuan Kewangan PERKESO : Pemerkasaan KKP Generasi Muda
October 25, 2023: Socso Financial Assistance Program : empowering the younger generation of OHS



22 Mac 2023: Sambutan Hari Wanita
22 March 2023: Women's Day Celebration





26 Julai 2023 : Program OSH in School : SMK Kajang Utama
26 July 2023: OSH in School Program : SMK Kajang Utama



Minda Sihat - 1 November 2023, Bandar Baru Bangi - Kementerian Sumber Manusia (KSM) melalui Institut Keselamatan dan Kesihatan dan Pekerjaan Negara (NIOSH) dan Kementerian Kesihatan Malaysia (KKM) melalui Pusat Kecemerlangan Kesihatan Mental Kebangsaan (NCEMH) telah menganjurkan bersama Program Minda Sihat Hidup Sejahtera bersempena sambutan Hari Kesihatan Mental Sedunia 2023.

Minda Sihat-1 November 2023, Bandar Baru Bangi - the Ministry of Human Resources (MOH) through the National Institute of safety and Health and employment (NIOSH) and the Ministry of Health Malaysia (MOH) through the National Centre of Excellence for Mental Health (NCEMH) have jointly organised the Minda Sihat Hidup Sejahtera programme in conjunction with World Mental Health Day 2023.



Suara Nadi Kehidupan - 20 Mei 2023, Bandar Baru Bangi - Fakulti Perubatan UKM, Akademi Seni Budaya dan Warisan Kebangsaan (ASWARA) dan Institut Keselamatan dan Kesehatan Pekerjaan Negara (NIOSH) buat julung-julung kalinya bekerjasama menganjurkan Program “Suara Nadi Kehidupan” bersempena Hari Suara Sedunia bagi tahun 2023.

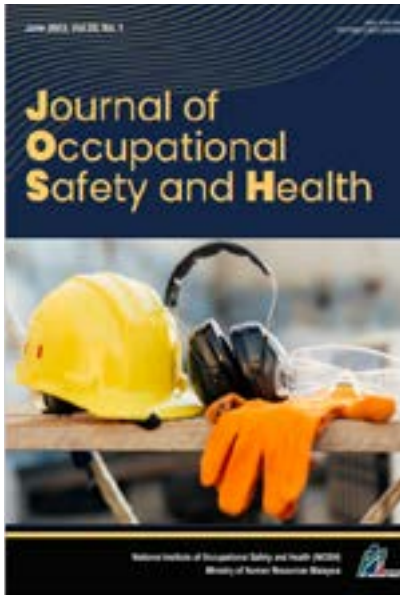
Suara Nadi Kehidupan - 20 May 2023, Bandar Baru Bangi - UKM Faculty of Medicine, Academy of Arts and Culture and National Heritage (Aswara) and National Institute of Occupational Safety and Health (NIOSH) have collaborated for the first time to organize the “Suara Nadi Kehidupan” Program in conjunction with World Voice Day 2023.

**Penerbitan
 Publication**

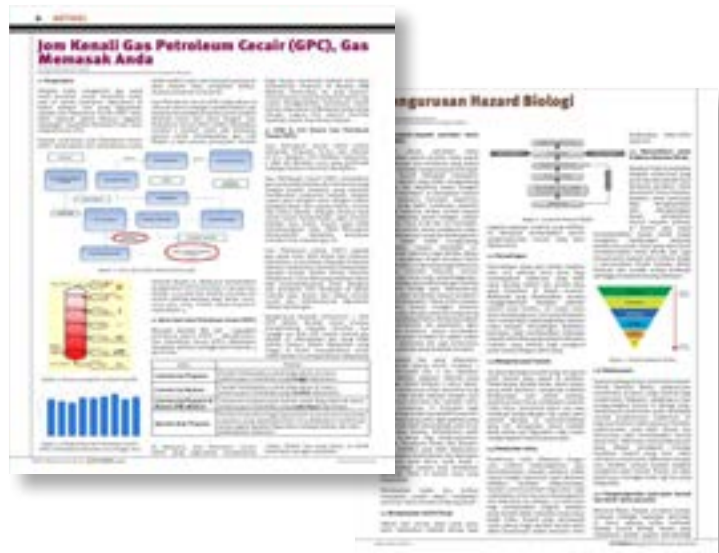


Poster – OSH Alert / Poster – OSH Alert

Jurnal JOSH
Journal - JOSH

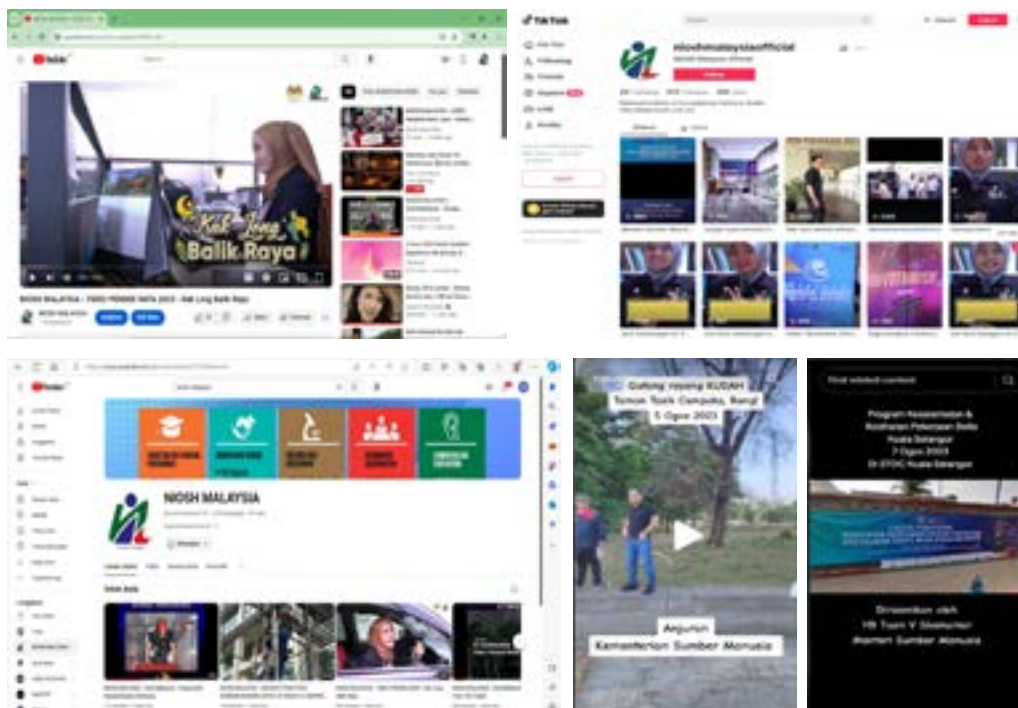


Majalah 'For Your Info' (FYi) Monthly – 16 Muka Surat
Magazine 'For Your Info' (FYi) Bulanan – 16 Pages

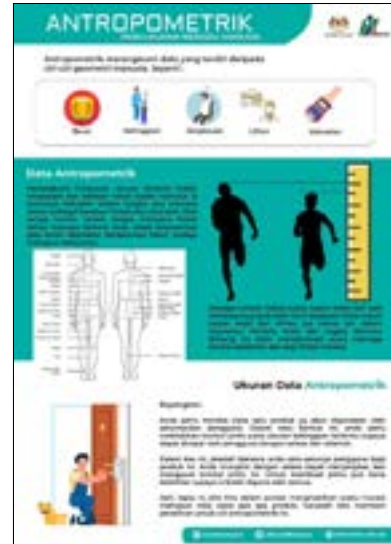




Surat berita INTELLECT - setiap 3 bulan - 10 muka surat
Newsletter INTELLECT - Every 3 Month - 10 pages



Penerbitan Video Menerusi Youtube NIOSH Malaysia dan Tiktok NIOSH Malaysia
Youtube Niosh Malaysia dan Tiktok NIOSH Malaysia



Poster Keselamatan / Safety Poster



2023
LAPORAN TAHUNAN

**NIOSH
CERTIFICATION
SDN. BHD.**

LEMBAGA PENGARAH NIOSH CERTIFICATION BOARD OF DIRECTORS OF NIOSH CERTIFICATION

Pengerusi / *Chairman*

Tuan Haji Ayop bin Salleh

Ahli Lembaga Pengarah / *Board of Directors*

- Datuk Dr. Norhayati binti Rusli
- Pn. Zamzarina binti Abu Bakar
- Dr. Haji Sharudin bin Shari
- Datuk Hajah Rosmawati Haji Lasuki
- Tn. Haji Nik Hasbi Fathi bin Nik Hussain Fathi
- Tn. Thomas Balan Bang

KUMPULAN PENGURUSAN MANAGEMENT GROUP

Syamsul Zahrin bin Zainudin

Ketua Pegawai Eksekutif / *Chief Executive Officer*

Amirthasamy Mahalingam

Pengurus Besar / *General Manager*

Asiah Nasution binti Suhaimi

Pengurus Kanan Pensijilan / *Certification Senior Manager*

Bahtiar bin Basari

Pengurus Korporat / *Corporate Manager*

Navin Baskram

Pengurus Operasi Pensijilan / *Certification Operations Manager*

Khairul Faris bin Syamsurial

Pengurus Teknikal Pensijilan / *Certification Technical Manager*

Hasnan Jamaluddin

Pengurus Pembangunan Perniagaan / *Business Development Manager*

Wilhelmina Ngelambai

Pengurus Teknikal Perniagaan / *Business Technical Manager*

Aisa Haris Pang

Pengurus Kelestarian / *Sustainability Manager*

Mohd Zam Azan Rahim

Penolong Pengurus Latihan / *Training Assistant Manager*
(sehingga Jun 2023 / *until June 2023*)

Roy Tan Wei Sern

Pengurus Wilayah Utara / *Northern Regional Manager*

Nor Liza ninti Sadrek

Pengurus Wilayah Selatan / *Southern Regional Manager*
(bermula September 2023)

Mohd Fadhil Bin Abu Bakar

Pengurus Wilayah Sabah / *Sabah Regional Manager*

Lawrence Caesar Chau

Pengurus Wilayah Sarawak / *Sarawak Regional Manager*

NIOSH PENSIJILAN

NIOSH Pensijilian (NIOSHCert) adalah sebuah Badan Pensijilan yang bernaung di bawah Institut Keselamatan dan Kesihatan Pekerjaan Negara (NIOSH), Kementerian Sumber Manusia, Malaysia. Ditubuhkan pada 4 Februari 2004, NIOSHCert berperanan menyediakan pelbagai perkhidmatan pengauditan dan pensijilan terhadap sistem pengurusan pensijilan yang mematuhi piawai, kod amalan, garis panduan dan peraturan untuk industri di Malaysia.

Sebagai badan pensijilan yang diiktiraf, komitmen NIOSHCert adalah untuk memperkukuhkan kesesuaian terhadap semua keperluan penilaian pematuhan piawai ISO/IEC 17021-1, ISO/IEC 17065, ISO/IEC 17029 dan ISO 14065. Jabatan Standard Malaysia (DSM) di bawah Kementerian Perdagangan Antarabangsa dan Industri (MITI) adalah badan akreditasi yang bertanggungjawab untuk memeriksa, menilai dan mengesahkan pematuhan NIOSHCert setiap tahun. Sebagai badan pensijilan yang diakreditasi oleh Pihak Berkuasa Peranti Perubatan (MDA) di bawah Kementerian Kesihatan Malaysia, NIOSHCert juga perlu mematuhi keperluan yang telah ditetapkan berdasarkan MDA/GD/0023. Pematuhan terhadap keperluan-keperluan tersebut bertujuan untuk memastikan dan memberikan jaminan bahawa NIOSHCert beroperasi dengan integriti, kompeten, konsisten dan bersifat tidak memihak. Justeru, pematuhan tersebut turut memudahkan pengiktirafan dan penerimaan sijil-sijil NIOSHCert di peringkat kebangsaan dan antarabangsa.

Sinergi Ke Arah Kecemerlangan Pertumbuhan Perniagaan Melalui Penambahan Skim Akreditasi

NIOSHCert sentiasa mengambil langkah berterusan untuk memperluaskan rangkaian perkhidmatan dan produk demi memastikan kelestarian perniagaan terus meningkat saban tahun. Pada tahun 2023, NIOSHCert telah berjaya mengembangkan rantaian perkhidmatannya sebagai sebuah Badan Validasi dan Verifikasi Skim AVVB (Scheme of Accreditation of Validation and Verification Bodies) yang pertama di Malaysia. Ia turut diperakui oleh Pertubuhan Penerbangan Awam Antarabangsa (ICAO) sebagai Badan Verifikasi bagi Skim Pengimbangan dan Pengurangan Karbon Penerbangan Antarabangsa (CORSA).

NIOSH CERTIFICATION

NIOSH Certification (NIOSHCert) is a Certification Body under the umbrella of the National Institute of Occupational Safety and Health (NIOSH), Ministry of Human Resources, Malaysia. Established on 4 February 2004, NIOSHCert is responsible for providing various auditing and certification services for certification management systems that comply with standards, codes of practice, guidelines and regulations for industries in Malaysia.

As a recognised certification body, NIOSHCert commitment is to strengthen conformity among the compliance assessment requirements of ISO/IEC 17021-1, ISO/IEC 17065, ISO/IEC 17029 and ISO 14065 standards. The Department of Standards Malaysia (DSM) under the Ministry of International Trade and Industry (MITI) is the accrediting body responsible for inspecting, evaluating and verifying NIOSHCert compliance services every year. As a certification body accredited by the Medical Devices Authority (MDA) under the Malaysian Ministry of Health, NIOSHCert also needs to comply with the requirements that are set based on MDA/GD/0023. These requirements are intended to ensure compliance and assurance that NIOSHCert operates with integrity, competence, consistency and impartiality. It also helps facilitate the recognition and acceptance of NIOSHCert certification at a national and international level.

Synergy Towards Excellence in Business Growth Through Additional Accreditation Schemes

NIOSHCert consistently looks into expanding its range of services and products to ensure business sustainability continues to increase each year. In 2023, NIOSHCert successfully expanded its services when it became the first in Malaysia to be certified as the validation body under the Scheme of Accreditation of Validation and Verification Bodies (AVVB) in Malaysia. NIOSHCert was also certified by the International Civil Aviation Organisation (ICAO) as a Verification Body for the International Aviation Carbon Offsetting and Reduction Scheme (CORSA).

Perkhidmatan yang Dijalankan

Perkhidmatan pensijilan yang dijalankan di NIOSHCert tidak hanya berfokuskan kepada pensijilan Sistem Pengurusan Keselamatan dan Kesihatan Pekerjaan (OSHMS) sahaja, tetapi turut merangkumi skim-skim berikut:

1. Sistem Pengurusan Alam Sekitar (EMS)
2. Sistem Pengurusan Kualiti (QMS)
3. Sistem Pengurusan Keselamatan Makanan (FSMS)
4. Sistem Pengurusan Kelapa Sawit Mampan (MSPO)
5. Piawaian Pensijilan Rantaian Bekalan (MSPO-SCCS)
6. Sistem Pengurusan Keselamatan Jalan Raya dan Pengangkutan (RTSMS)
7. Sistem Pengurusan Keselamatan Pelancongan Kembara (ATSMS)
8. Sistem Pengurusan Anti-Rasuah (ABMS)
9. Sistem Pengurusan Keselamatan Maklumat (ISMS)
10. Sistem Pengurusan Kesenambungan Perniagaan (BCMS)
11. Sistem Pengurusan Fasiliti (FMS)

Jadual 1: Jumlah Pensijilan Sistem Pengurusan 2023

No	SEKTOR / SECTOR	OSHMS	QMS	EMS	FSMS	HACCP	ABMS	RTSMS	ATSMS	ISMS	FMS	BCMS	MSPO	MSPO
		ISO 45001	ISO 9001	ISO 14001	ISO 22000	MS 1480	ISO 37001	ISO 39001	ISO 21101	ISO/IEC 27001	ISO 40001	ISO 22301	PART 2,3,4	SCCS
1	Pertanian perhutanan dan perikanan / <i>Agriculture, forestry and fishing</i>	2	2					1						
2	Perlombongan dan kuari / <i>Mining and quarrying</i>	4	1	2				1						
3	Produk makanan, minuman dan tembakau / <i>Food products, beverages and tobacco</i>	12	4	6										
4	Tekstil dan produk tekstil / <i>Textiles and textile products</i>													
5	Kulit dan produk kulit / <i>Leather and leather products</i>													
6	Kayu dan produk kayu / <i>Wood and wood products</i>													
7	Terhad kepada "Produk kertas" / <i>Limited to "Paper products"</i>													
8	Syarikat penerbitan / <i>Publishing companies</i>	1												

Services Rendered

The certification services carried out by NIOSHCert not only focusing on Occupational Health and Safety Management System (OSHMS) certification. It also includes the following certification services:

1. Environmental Management System (EMS)
2. Quality Management System (QMS)
3. Food Safety Management System (FSMS)
4. Malaysian Sustainable Palm Oil Management System (MSPO-MS)
5. MSPO Supply Chain Certification Standard (MSPO-SCCS)
6. Road and Transport Safety Management System (RTSMS)
7. Adventure Tourism Safety Management System Certification (ATSMS)
8. Anti-Corruption and Bribery Management System Certification (ABMS)
9. Information Security Management System Certification (ISMS)
10. Business Continuity Management System (BCMS)
11. Facility Management System (FMS)

Table 1: Total Number of Management System Certifications 2023

No	SEKTOR / SECTOR	OSHMS ISO 45001	QMS ISO 9001	EMS ISO 14001	FSMS ISO 22000	HACCP MS 1480	ABMS ISO 37001	RTSMS ISO 39001	ATSMS ISO 21101	ISMS ISO/IEC 27001	FMS ISO 40001	BCMS ISO 22301	MSPO PART 2,3,4	MSPO SCCS
42	Katering dan perkhidmatan makanan / <i>Catering and food service</i>				1	1								
43	Pengeluaran Bahan Pembungkusan / <i>Production of Packaging Material</i>					1								
44	Ladang Kelapa Sawit / <i>Oil Palm Plantation</i>												335	
45	Kilang Kelapa Sawit / <i>Oil Palm Mill</i>													55
JUMLAH/ TOTAL		160	174	68	2	3	25	18	4	3	1	2	335	55

Jadual 2: Jumlah Pensijilan Yang melibatkan Peranti Perubatan

Table 2: Total Number of Certifications Involving Medical Devices

Skim / Scheme	Bilangan / Number
ISO 13485	-
Amalan Pengedaran Baik untuk Peranti Perubatan / <i>Good Distribution Practice for Medical Devices</i> (GDPMD)	1
Penilaian keseluruhan / <i>Full Assessment</i>	-
Verifikasi Produk / <i>Product Verification</i>	16

Pembangunan Modal Insan Berkompeten dan Berpengetahuan bagi Tahun 2023

Selaras dengan keperluan organisasi yang ingin melaksanakan dan mendapatkan pensijilan untuk sistem pengurusan, NIOSHCert menawarkan perkhidmatan latihan khusus yang disesuaikan dengan sistem pengurusan berkaitan.

Latihan ini penting untuk memastikan objektif dan matlamat organisasi tercapai terutamanya dalam mendapatkan latihan yang boleh membantu melancarkan proses persijilan. Ia juga berperanan sebagai platform untuk menyampaikan maklumat dan meningkatkan kecekapan sumber manusia yang berkecayaan.

Development of Competent and Knowledgeable Human Capital for the Year 2023

In line with the needs of organisations that wish to implement and obtain certification for management systems, NIOSHCert offers specialised training services tailored to a relevant management system.

This training is important to ensure that an organisation's objectives and goals are achieved, especially when obtaining training that can help ease a certification process. It also acts as a platform to convey information and improve the efficiency of qualified human resources.

NIOSHCert menyediakan latihan kesedaran dalam tiga fasa utama iaitu latihan kesedaran yang merangkumi seminar, sesi latihan lanjutan, dan latihan juru audit utama. Siri latihan yang disediakan ini menitikberatkan aspek pemahaman, pelaksanaan, dan proses pengauditan yang berkaitan dengan proses persijilan. Semua modul latihan ini disesuaikan dengan setiap skema pensijilan berikut:

1. Sistem Pengurusan Keselamatan dan Kesihatan (ISO 45001)
2. Sistem Pengurusan Berkualiti (ISO 9001)
3. Sistem Pengurusan Alam Sekitar (ISO 14001)
4. Sistem Pengurusan Anti-Rasuah (ISO 37001)
5. Sistem Pengurusan Keselamatan Jalan Raya (ISO 39001)
6. Sistem Pengurusan Keselamatan Pelancongan Kembara (ISO 21101)
7. Sistem Pengurusan Keselamatan Maklumat (ISO 27001)
8. Sistem Pengurusan Keselamatan Makanan (ISO 22000)
9. Keselamatan Makanan dan Analisis Bahaya serta Titik Kawalan Kritikal (HACCP) (MS 1480)
10. Sistem Pengurusan Kelapa Sawit Mampan (MS 2530)
11. Piawai Pensijilan Rantainya Bekalan (MSPO-SCCS)
12. Sistem Pengurusan Kesyinambungan Perniagaan (ISO 22301)

NIOSHCert provides awareness training and it is divided into three main phases which are, awareness training (includes seminars), advanced training sessions, and primary auditor training. This training series focuses on aspects of understanding, implementation, and the auditing process related to certification. All these training modules are tailored to each of the following certification schemes:

1. Occupational Health and Safety Management Systems (ISO 45001)
2. Quality Management Systems (ISO 9001)
3. Environmental Management Systems (ISO 14001)
4. Anti-Bribery Management Systems (ISO 37001)
5. Road Traffic Safety Management Systems (ISO 39001)
6. Adventure Tourism Safety Management Systems (ISO 21101)
7. Information Security Management Systems (ISO 27001)
8. Food Safety Management Systems (ISO 22000)
9. Food Safety According to Hazard Analysis and Critical Control Point (HACCP) (MS 1480)
10. Malaysia Sustainable Palm Oil Management System (MS 2530)
11. Supply Chain Certification Standard (MSPO-SCCS)
12. Business Continuity Management Systems (ISO 22301)

Table 2: Total Number of Training Programmes and Participants

Jadual 2: Jumlah Program Latihan dan Bilangan Peserta

Jadual 2: Jumlah Latihan Sistem Pengurusan Table 2: Total Number of Management System Trainings			
No	Jenis Program / Type of Programme	Jumlah Program / Total Programmes	Jumlah Peserta / Total Participants
1.	Program Kesedaran Sistem Pengurusan <i>Management System Awareness Programme</i>	76	2,095
2.	Program Lanjutan Sistem Pengurusan <i>Management System Enhancement Programme</i>	118	2,197
3.	Program Ketua Juru Audit <i>Chief Auditor Programme</i>	21	129
JUMLAH / TOTAL		215	4,421

Pada tahun 2023, NIOSHCert telah melaksanakan 215 program latihan yang meliputi 76 program kesedaran, 118 latihan lanjutan, dan 21 latihan ketua juruaudit. Program ini merangkumi program berjadual dan juga program yang dilaksanakan secara latihan dalaman. Seramai 4,421 peserta mengikuti program yang disebutkan, dan mereka mendapat manfaat menerusi program latihan yang telah dilaksanakan.

Program latihan untuk Ketua Juruaudit bagi Sistem Pengurusan Keselamatan Kesihatan Pekerjaan (ISO 45001), Sistem Pengurusan Kualiti (ISO 9001), Sistem Pengurusan Alam Sekitar (ISO 14001), Sistem Pengurusan Anti Rasuah (ISO 37001), dan Sistem Pengurusan Keselamatan Jalan dan Trafik (ISO 39001) telah diiktiraf oleh badan pengiktirafan antarabangsa, Exemplar Global.

In 2023, NIOSHCert implemented 215 training programmes which included 76 for awareness, 118 for advance training, and 21 for chief auditor training programmes. These programmes included scheduled programmes as well as programmes implemented as internal training. A total of 4,421 participants joined and benefitted from the above mentioned programmes.

Training programmes for Chief Auditors for Occupational Health Safety Management System (ISO 45001), Quality Management System (ISO 9001), Environmental Management System (ISO 14001), Anti-Corruption Management System (ISO 37001), and Road and Traffic Safety Management System (ISO 39001) were recognised by the international recognition body, Exemplar Global.

AKTIVITI NIOSH CERTIFICATION 2023 NIOSH CERTIFICATION ACTIVITIES 2023

Aktiviti / *Activity* : NIOSHCert Seminar Piawai Antarabangsa (NISS)
NIOSHCert International Standards Seminar (NISS)

Tarikh / *Date* : 14 Mac 2023 / *14 Mar 2023*

Tempat / *Venue* : Kuala Lumpur Convention Centre

NISS 2023 merupakan seminar antarabangsa yang julung-julung kali diadakan oleh NIOSHCert. NISS merupakan seminar yang bertujuan untuk mendedahkan peserta kepada kepentingan pendekatan sistematik dalam mengenalpasti konsep-konsep utama sistem pengurusan dari perspektif Piawai ISO yang berkaitan dengan sesebuah organisasi. Ianya dianjurkan untuk memastikan tempat kerja mampan dan syarat-syarat kesihatan, keselamatan, dan kesejahteraan pekerja diutamakan. Selain itu, NIOSHCert berusaha untuk menyediakan gambaran keseluruhan kepada peserta tentang Piawai ISO yang berkaitan, dan amalan terbaiknya adalah untuk pelaksanaan sistem pengurusan yang cekap dan berkesan melalui NISS 2023.

NISS 2023 diadakan di Kuala Lumpur Convention Centre pada 14 Mac 2023, dan melibatkan seramai 150 orang peserta dari seluruh industri yang berkaitan.

NIOSHCert International Standards Seminar (NISS) 2023 was the first international seminar organised by NIOSHCert. It aims to educate participants on the importance of a systematic approach in identifying the main concepts of a management system from the perspective of ISO Standards related to an organisation. NISS was organised as to ensure that the workplace is sustainable and that the health, safety, and well-being of workers are prioritised. In addition, NIOSHCert strives to provide participants with an overview of the relevant ISO Standards, and best practices that support the implementation of an efficient and effective management system through NISS 2023.

NISS 2023 was held at the Kuala Lumpur Convention Centre on 14 March 2023, and the seminar involved a total of 150 participants from all related industries.



Sesi mengambil gambar bersama penceramah, peserta, dan ahli jawatankuasa NISS 2023.
Photo session with speakers, participants, and NISS 2023 committee members.

Aktiviti / *Activity* : Majlis Penyerahan Sijil Sistem Pengurusan Anti-Rasuah (ISO 37001) kepada Majlis Perbandaran Sandakan / *Anti-Bribery Management System Certificate Award Ceremony (ISO 37001) to the Sandakan Municipal Council*

Tarikh / *Date* : 21 Mac 2023 / *21 Mar 2023*

Tempat / *Venue* : Majlis Daerah Sandakan, Sabah / *Sandakan District Council, Sabah*

Majlis Penyerahan Sistem Pengurusan Anti-Rasuah (ISO 37001) diadakan bagi penganugerahan sijil kepada Majlis Perbandaran Sandakan di atas pencapaian mereka dalam memenuhi piawai bagi sistem pengurusan tersebut.

Majlis ini dianjurkan oleh NIOSHCert Pejabat Wilayah Sabah dan telah disempurnakan oleh Ahli Lembaga Pengarah NIOSH Certification Sdn. Bhd., Dr. Haji Sharudin bin Shari.

The Anti-Bribery Management System Award Ceremony (ISO 37001) was held to present certificates to the Sandakan Municipal Council for their achievement in meeting the standards of their management system.

This event was organised by NIOSHCert Sabah Regional Office and attended by NIOSH Certification Sdn. Bhd. Board Member, Dr. Haji Sharudin bin Shari.



Majlis Penyampaian Sijil Sistem Pengurusan Anti-Rasuah (ISO 37001) kepada Majlis Perbandaran Sandakan. / *Special Ceremony to present the Anti-Bribery Management System (ISO 37001) certificate to the Sandakan Municipal Council.*

Aktiviti / *Activity* : Kunjungan Hormat NIOSHCert Ke Petroleum Sarawak Berhad (PETROS)
Courtesy visit by NIOSHCert to Petroleum Sarawak Berhad (PETROS)

Tarikh / *Date* : 14 Jun 2023 / *14 June 2023*

Tempat / *Venue* : Ibu Pejabat PETROS di Kuching, Sarawak / *PETROS Headquarters in Kuching, Sarawak*

Kunjungan hormat oleh NIOSHCert ke Ibu Pejabat Berhad (PETROS) bertujuan untuk membincang dengan lebih terperinci mengenai kolaborasi di antara kedua-dua pihak dalam menjayakan proses persijilan Sistem Pengurusan Bersepadu bagi ISO 9001, ISO 45001, dan ISO 14001.

Lawatan ini dianjurkan oleh Pejabat NIOSHCert Wilayah Sarawak dan dipengerusikan oleh Ahli Lembaga Pengarah NIOSHCert, Tuan Thomas Balan Bang.

NIOSHCert made a courtesy visit to Petroleum Sarawak Berhad (PETROS) to discuss in details the collaboration to successfully implement the Integrated Management System for ISO 9001, ISO 45001, and ISO 14001.

The visit was organised by NIOSHCert Sarawak Regional Office, and chaired by NIOSHCert Board Member, Tuan Thomas Balan Bang.



Kunjungan Hormat NIOSHCert ke Petroleum Sarawak Berhad (PETROS) pada 14 Jun 2023 bertempat di Ibu Pejabat PETROS di Kuching, Sarawak.

Courtesy Visit by NIOSHCert to Petroleum Sarawak Berhad (PETROS) on 14 June 2023.

Aktiviti / *Activity* : Pertemuan Perbincangan di antara NIOSHCert dan Kementerian Kerja Raya Sabah
Meeting between NIOSHCert and Sabah Ministry of Public Works

Tarikh / *Date* : 21 Jun 2023 / *21 Jun 2023*

Tempat / *Venue* : Pejabat Kementerian Kerja Raya Sabah / *Ministry of Public Works Office Sabah*

NIOSHCert Wilayah Sabah menganjurkan pertemuan di antara Ahli Lembaga Pengarah NIOSHCert iaitu, Datuk Hajah Rosmawati Haji Lasuki dan Dr. Haji Sharudin bin Shari dengan Timbalan Ketua Menteri III / Menteri Kerja Raya Sabah, YB. Datuk Ir. Shahelmy Bin Yahya untuk membincangkan kolaborasi di antara kedua-dua pihak tersebut bagi menjalankan proses persijilan ISO bagi Kementerian Kerja Raya Sabah.

NIOSHCert Sabah Regional Office organised a meeting between NIOSHCert Board of Directors members namely, Datuk Hajah Rosmawati Haji Lasuki and Dr. Haji Sharudin bin Shari with Deputy Chief Minister III / Sabah Public Works Minister, YB. Datuk Ir. Shahelmy Bin Yahya to discuss the collaboration between both parties to carry out the ISO certification process for the Sabah Ministry of Public Works.



Pertemuan Perbincangan di antara NIOSHCert dan Kementerian Kerja Raya Sabah pada 21 Jun 2023, bertempat di pejabat Kementerian Kerja Raya Sabah.

Meeting between NIOSHCert and the Ministry of Public Works Sabah on 21 June 2023, held at the Sabah Public Works Ministry office.

Aktiviti / *Activity* : Kunjungan Hormat NIOSHCert Ke Kementerian Pengangkutan Sarawak
Courtesy visit by NIOSHCert to the Ministry of Transport Sarawak

Tarikh / *Date* : 24 September 2023 / *24 September 2023*

Tempat / *Venue* : Pejabat Kementerian Pengangkutan Sarawak / *Sarawak Ministry of Transport Office*

NIOSHCert telah mengadakan kunjungan hormat ke Kementerian Pengangkutan Sarawak dengan tujuan membincang dengan lebih mendalam mengenai proses persijilan ISO 39001 dan ISO 37001. Kunjungan hormat ini dianjurkan oleh Pejabat NIOSHCert Wilayah Sarawak dan disertai oleh Ahli Lembaga Pengarah NIOSHCert, Tn. Thomas Balan Bang. Beliau membincang dengan YB. Dato Sri Lee Kim Shin mengenai kolaborasi di antara kedua-dua pihak tersebut.

NIOSHCert held a courtesy visit to the Sarawak Ministry of Transport. The aim was to discuss in depth regarding the ISO 39001 and ISO 37001 certification process. This courtesy visit was organised by the NIOSHCert Sarawak Regional Office and was joined by NIOSHCert Board Member, Tn. Thomas Balan Bang. He discussed with YB. Dato Sri Lee Kim Shin on the collaboration between both parties.



Kunjungan Hormat NIOSHCert ke Kementerian Pengangkutan Sarawak pada 24 September 2023, bertempat di Pejabat Kementerian Pengangkutan Sarawak.
Courtesy Visit by NIOSHCert to the Ministry of Transport Sarawak on 24 September 2023, located at the Sarawak Ministry of Transport office.

Aktiviti / <i>Activity</i>	: Siri Seminar Amalan Integriti dan Kesihatan & Keselamatan di Tempat Kerja dalam Memperkasakan Kelestarian Organisasi <i>Seminar on Workplace Integrity and Health and Safety Practice in Empowering Organisational Sustainability.</i>
Tarikh / <i>Date</i>	: 16 Ogos, 22 & 23 Ogos, 20 September, 11 Oktober, 30 November <i>16, 22 and 23 August, 20 September, 11 October, and 30 November</i>
Tempat / <i>Venue</i>	: Sabah, Johor, Kuala Lumpur, Pulau Pinang (<i>Penang</i>)

NIOSHCert telah menjalankan siri seminar bagi tahun 2023 bertajuk Amalan Integriti dan Kesihatan & Keselamatan di Tempat Kerja dalam Memperkasakan Kelestarian Organisasi. Siri seminar yang dianjurkan ini bermula di Sarawak dan seterusnya ke Sabah, Johor, Kuala Lumpur dan berakhir di Pulau Pinang.

Objektif utama seminar ini adalah untuk memberikan kesedaran terhadap kepentingan dan keberkesanan Sistem Pengurusan Keselamatan dan Kesihatan Pekerjaan (SPKKP) dalam pengurusan tempat kerja. Pada masa yang sama, untuk meningkatkan kefahaman terhadap kepentingan tadbir urus yang cekap di tempat kerja bagi pelaksanaan SPKKP. Seminar ini juga memberi maklumat berkaitan proses pembangunan piawai di peringkat kebangsaan dan antarabangsa.

Siri seminar ini dirasmikan oleh Ahli Lembaga Pengarah NIOSHCert di negeri-negeri yang disebutkan. Jemputan dihulurkan kepada beberapa agensi iaitu Jabatan Keselamatan dan Kesihatan Pekerjaan (JKKP), Jabatan Standard Malaysia (JSM), Perbadanan Produktiviti Malaysia (PPM), Institut Integriti Malaysia (IIM) serta rakan industri.

NIOSHCert conducted a series of seminars for the year 2023 titled Integrity and Health & Safety Practices at the Workplace in Empowering Organisational Sustainability in Malaysia. This seminar series began in Sarawak before it was held in Sabah, Johor, Kuala Lumpur and concluded in Penang.

The main objective of this seminar was to provide awareness of the importance and effectiveness of an Occupational Safety and Health Management System (OSHMS) for workplace management. At the same time it was also held to increase understanding on the importance of efficient governance in the workplace prior to implementing OSHMS. This seminar provided information on processes related to development of standards at the national and international level.

This series of seminars was officiated by NIOSHCert Board Members in the abovementioned states. Invitations were also extended to several agencies such as the Department of Occupational Safety and Health (DOSH), the Malaysian Standards Department (MSD), the Productivity Corporation of Malaysia (PCM), the Integrity Institute of Malaysia (IIM) and other industry partners.



Seminar Amalan Integriti, Kesihatan dan Keselamatan di Tempat Kerja dalam Memperkasakan Kelestarian Organisasi di Citadines Uplands Kuching, Sarawak pada 16 Ogos 2023.
Integrity, Health and Safety Practices at the Workplace in Empowering Organisational Sustainability Seminar held at Citadines Uplands Kuching, Sarawak on 16 August 2023.



Seminar Memperkasakan Kelestarian Melalui Standard ISO: Rasai Pengalamannya di Sabah International Conventional Centre pada 22 dan 23 Ogos 2023.
Empowering Sustainability Through ISO Standards: Feel the Experience Seminar held at the Sabah International Conventional Centre 22 and 23 August 2023.



Seminar Amalan Integriti dan Keselamatan dan Kesihatan Pekerjaan di Tempat Kerja dalam Memperkasakan Kelestarian Organisasi di Swiss-Garden Hotel, Kuala Lumpur pada 11 Oktober 2023.
Integrity Practices and Occupational Safety and Health at the Workplace in Empowering Organisational Sustainability Seminar held at the Swiss-Garden Hotel, Kuala Lumpur on 11 October 2023.



Seminar Amalan Integriti, Kesihatan dan Keselamatan di Tempat Kerja dalam Memperkasakan Kelestarian Organisasi di Impiana Hotel, Johor Bahru pada 20 September 2023.

Integrity, Health and Safety Practices at the Workplace in Empowering Organisational Sustainability Seminar held at Impiana Hotel, Johor Bahru on 20 September 2023.



Seminar Merangkul Keselamatan dan Kesihatan Pekerjaan dalam Transformasi Industri Peralatan Perubatan di The Ship Campus, Batu Kawan, Pulau Pinang pada 30 November 2023.

Embracing Occupational Safety and Health in the Transformation of the Medical Equipment Industry Seminar held at The Ship Campus, Batu Kawan, Penang on 30 November 2023.



2023

LAPORAN TAHUNAN

**BAHAGIAN PENGURUSAN
KUALITI (QMD)
*QUALITY MANAGEMENT
DIVISION (QMD)***

SISTEM PENGURUSAN

Sesi Audit Dalaman Tahun 2023

NIOSH telah melaksanakan audit dalaman bagi Sistem Pengurusan Kualiti (QMS), Sistem Pengurusan Keselamatan dan Kesihatan Pekerjaan (OSHMS), Sistem Pengurusan Alam Sekitar (EMS), Sistem Pengurusan Anti Rasuah (ABMS) dan Sistem Pengurusan Keselamatan Lalu Lintas Jalan Raya (RTSMS). Audit dalaman telah diadakan dari 13 Jun hingga 6 Julai 2023 di 17 Pejabat Wilayah (RO) dan Pejabat Satelit manakala dari 10 hingga 13 Julai 2023 di Ibu Pejabat (HQ) NIOSH di Bandar Baru Bangi. Semua pihak yang terlibat telah menunjukkan komitmen yang tinggi semasa proses audit dijalankan. Berdasarkan analisa penemuan audit, tahap keakuran dan keberkesanan pelaksanaan sistem pengurusan di NIOSH adalah baik dan memenuhi keperluan piawai minima yang telah ditetapkan.

Jadual 1: Pelaksanaan Audit Dalaman NIOSH bagi tahun 2023

MANAGEMENT SYSTEM

Internal Audit Session Year 2023

NIOSH conducted internal audits for Quality Management Systems (QMS), Occupational Safety and Health Management System (OSHMS), Environmental Management System (EMS), Anti-Corruption and Bribery Management System (ABMS), and Road Traffic Safety Management System (RTSMS). The internal audit was held from 13 June to 6 July 2023 at 17 Regional Offices (RO) and Satellite Offices while from 10 to 13 July 2023 at the NIOSH Headquarters (HQ) in Bandar Baru Bangi. All parties involved showed a high level of commitment during the audit process. Based on the analysis of audit findings, the level of compliance and effectiveness of the implementation of the management systems at NIOSH is good and meets the requirements of the minimum standards that were set.

Table 1: Implementation of NIOSH Internal Audits for the year 2023

Tarikh / Date	Lokasi / Location
13 Jun 2023	PEJABAT WILAYAH PANTAI TIMUR (KOTA BHARU) ECRO-KBH EAST COAST REGIONAL OFFICE (KOTA BHARU) ECRO-KBH
13 - 14 Jun 2023	PEJABAT WILAYAH PANTAI TIMUR (KERTEH) ECRO-KTH EAST COAST REGIONAL OFFICE (KERTEH) ECRO-KTH
15 Jun 2023	PEJABAT WILAYAH PANTAI TIMUR (KUANTAN) ECRO-KTN EAST COAST REGIONAL OFFICE (KUANTAN) ECRO-KTN
19 Jun 2023	PEJABAT WILAYAH SELATAN (PENGERANG) SRO-PRG SOUTHERN REGIONAL OFFICE (PENGERANG) SRO-PRG Pejabat Wilayah Utara Alor Setar (NRO-AOR)
20-21 Jun 2023	PEJABAT WILAYAH SELATAN (JOHOR BAHRU) SRO-JBU SOUTHERN REGIONAL OFFICE (JOHOR BAHRU) SRO-JBU PEJABAT WILAYAH UTARA (PENANG) NRO-PNG NORTHERN REGIONAL OFFICE (PENANG) NRO-PNG
22 Jun 2023	PEJABAT WILAYAH SELATAN (MELAKA) SRO-MLK SOUTHERN REGIONAL OFFICE (MELAKA) SRO-MLK PEJABAT WILAYAH UTARA (MANJUNG) NRO-MJG NORTHERN REGIONAL OFFICE (MANJUNG) NRO-MJG
3-4 Jul 2023	PEJABAT WILAYAH SABAH (KOTA KINABALU) SBRO-KK SABAH REGIONAL OFFICE (KOTA KINABALU) SBRO-KK PEJABAT WILAYAH SARAWAK (MIRI) SWRO-MRI SARAWAK REGIONAL OFFICE (MIRI) SWRO-MRI

Tarikh / Date	Lokasi / Location
4 Jul 2023	PEJABAT WILAYAH SABAH (SANDAKAN) SBRO-SDK <i>SABAH REGIONAL OFFICE (SANDAKAN) SBRO-SDK</i> PEJABAT WILAYAH SARAWAK (BINTULU) SWRO-BTU <i>SARAWAK REGIONAL OFFICE (BINTULU) SWRO-BTU</i>
5-6 Jul 2023	PEJABAT WILAYAH SABAH (LABUAN) SBRO-LBN <i>SABAH REGIONAL OFFICE (LABUAN) SBRO-LBN</i>
5 Jul 2023	PEJABAT WILAYAH SARAWAK (KAPIT) SWRO-KPT <i>SARAWAK REGIONAL OFFICE (KAPIT) SWRO-KPT</i> PEJABAT WILAYAH SARAWAK (KUCHING) SWRO-KCH <i>SARAWAK REGIONAL OFFICE (KUCHING) SWRO-KCH</i>
6 Jul 2023	PEJABAT WILAYAH SABAH (TAWAU) SBRO-TWU <i>SABAH REGIONAL OFFICE (TAWAU) SBRO-TWU</i>
10-13 Jul 2023	IBU PEJABAT NIOSH <i>NIOSH HEADQUARTERS</i>

Audit Badan Pensijilan Intertek Tahun 2023

Intertek Certification International Sdn Bhd telah menjalankan Audit Badan Pensijilan secara serentak dengan audit pengawasan QMS, OSHMS, dan EMS dari 4 hingga 14 September 2023 di Ibu Pejabat Bandar Baru Bangi (HQ), Pejabat Wilayah Sarawak Kapit (SWRO-KPT), dan Pejabat Wilayah Sarawak Bintulu (SWRO-BTU). Secara keseluruhan, pihak badan pensijilan berpuas hati dengan tahap keakuratan dan keberkesanan pelaksanaan QMS, OSHMS, dan EMS di NIOSH.

Intertek Certification Body Audit Year 2023

Intertek Certification International Sdn Bhd conducted a Certification Audit simultaneously with a QMS, OSHMS, and EMS surveillance audit from 4 to 14 September 2023 at NIOSH Headquarters Bandar Baru Bangi (HQ), Sarawak Regional Office Kapit (SWRO-KPT), and Sarawak Regional Office Bintulu (SWRO-BTU). Overall, the certification body is satisfied with the level of compliance and effectiveness of QMS, OSHMS, and EMS implementation at NIOSH.



Rajah 1: Sijil Audit Badan Pensijilan Intertek

KEPUASAN PELANGGAN

Pengurusan Aduan Pelanggan

Pengurusan Aduan Pelanggan merupakan salah satu aktiviti utama yang dilaksanakan oleh Bahagian Pengurusan Kualiti (QMD) bagi memastikan setiap aduan dan pertanyaan daripada pelanggan diberi maklum balas dalam tempoh masa 8 jam waktu bekerja. Prosedur Pengurusan Aduan Pelanggan disediakan untuk memberi panduan dan penerangan tatacara pengurusan aduan pelanggan bagi memastikan pengurusan aduan dan maklum balas daripada pelanggan NIOSH di seluruh Malaysia dapat dikendalikan dengan cekap, teratur dan berkesan. Hasil Laporan Aduan Pelanggan akan dijadikan rujukan bagi penambahbaikan berterusan ke atas produk dan perkhidmatan NIOSH di masa hadapan.

PENILAIAN TENAGA PENGAJAR, PROGRAM DAN KEMUDAHAN

Dalam usaha memastikan kualiti penyampaian produk dan perkhidmatan NIOSH berada pada tahap cemerlang, QMD telah menjalankan penilaian di atas talian sepenuhnya bagi tahun 2023. Ia merangkumi penilaian tenaga pengajar, program dan kemudahan berdasarkan maklum balas daripada peserta kursus. Secara keseluruhannya, hasil daripada ketiga-tiga skop penilaian ini menunjukkan perkhidmatan yang diberikan oleh NIOSH berada pada tahap cemerlang. Bagi mengukuhkan lagi penilaian tersebut, 81 program penaziran juga telah dilaksanakan terhadap tenaga pengajar yang terpilih. Objektif penaziran ini adalah untuk memantau prestasi tenaga pengajar NIOSH berdasarkan garis panduan yang ditetapkan.

CUSTOMER SATISFACTION

Customer Complaint Management

Customer Complaint Management is one of the main activities carried out by the Quality Management Division (QMD) to ensure every complaint and inquiry from customers is responded to within 8 working hours. Customer Complaint Management procedures are given to provide guidance and explanation for customer complaint management procedures so as to ensure that the management of complaints and feedback from NIOSH customers throughout Malaysia can be handled efficiently, orderly and effectively. The results of the Customer Complaint Report will be used as a reference for continuous improvement of NIOSH products and services in the future.

EVALUATION OF TRAINERS, PROGRAMMES, AND FACILITIES

In an effort to ensure the quality of delivery of NIOSH products and services is at its best, QMD conducted a full online evaluation for the year 2023. It includes evaluation of trainers, programmes, and facilities based on feedback received from course participants. Overall, the results of the three evaluation scopes indicate that the services provided by NIOSH are excellent. In order to further strengthen the assessment, 81 assessment programmes were also implemented for selected teaching staff. The objective of this assessment was to monitor the performance of NIOSH instructors based on established guidelines.

Peratusan Keseluruhan Penilaian di atas Penanda Aras mengikut kategori (Jan-Dis 2023)
Overall Assessment Percentage and Achieved Bench Mark per Category (Jan-Dec 2023)

Pengajar / *Teacher*

98%

Program / *Programmes*

98%

Kemudahan / *Facilities*

97%



2023
LAPORAN TAHUNAN
ANNUAL REPORT

**AKTIVITI PEPERIKSAAN
DAN PENILAIAN
*EXAMINATION AND
ASSESSMENT ACTIVITIES***

AKTIVITI PEPERIKSAAN DAN PENILAIAN (ECD)

Bahagian Peperiksaan dan Persijilan (ECD) bertanggungjawab sebagai pusat peperiksaan bagi melaksanakan peperiksaan dan penilaian termasuk kompetensi perundangan untuk semua Penyedia Latihan yang diluluskan pendaftarannya oleh pihak Jabatan Keselamatan dan Kesihatan Pekerjaan (JKKP). Aktiviti peperiksaan kompetensi perundangan adalah di bawah kawalan dan pemantauan Lembaga Peperiksaan Kompetensi Keselamatan dan Kesihatan Pekerjaan (LPKKKP). Manakala, aktiviti peperiksaan dan penilaian kompetensi bukan perundangan anjuran NIOSH adalah di bawah kawalan dan pemantauan Jawatankuasa Peperiksaan NIOSH (JPN).

Berikut merupakan aktiviti-aktiviti peperiksaan dan penilaian yang telah dilaksanakan di seluruh Malaysia pada tahun 2023.

Jadual 1: Aktiviti Peperiksaan dan Penilaian

EXAMINATION AND ASSESSMENT ACTIVITIES

The Examination and Certification Division (ECD) is responsible as an examination centre for conducting examinations and assessments. It includes regulatory competency for all Training Providers whose registration is approved by the Department of Occupational Safety and Health (DOSH). Regulatory competency examination activities are under the direction and monitoring of the Board of Examination for Competency in Occupational Safety and Health while non-regulatory examination and competency assessment activities organised by NIOSH are under the jurisdiction and monitoring of the NIOSH Examination Committee (NEC).

Following are the examinations and assessments activities conducted throughout Malaysia in 2023.

Table 1: Examination and Assessment Activities

Aktiviti Peperiksaan dan Penilaian <i>Examination and Assessment Activities</i>	Jumlah Program <i>Total of Programmes</i>	Jumlah calon <i>Total of Candidates</i>
Peperiksaan Kompetensi Perundangan <i>Regulatory Competency Examinations</i>	965	19,453
Peperiksaan Kompetensi Bukan Perundangan <i>Non-regulatory Competency Examinations</i>	3,052	48,446
Peperiksaan Jurulatih <i>Trainer Examinations</i>	81	877
JUMLAH / TOTAL	4,098	68,776

Aktiviti Peperiksaan dan Penilaian
Examination and Assessment Activities



4,098

Jumlah calon
Total of Candidates



68,776

Tahun 2023 menunjukkan sebanyak 4,098 aktiviti peperiksaan dan penilaian telah dijalankan dengan jumlah calon seramai 68,776 calon.

Peperiksaan Penguji Gas Bertauliah Dan Penyelia Kemasukan Bagi Ruang Terkurung (AGTES) mencatatkan jumlah calon paling ramai iaitu seramai 5,796 orang calon dengan 448 kali kekerapan aktiviti peperiksaan dan penilaian telah diadakan.

Peperiksaan Penyelia Keselamatan Tapak Bina (SSS) adalah peperiksaan kompetensi perundangan kedua tertinggi dengan jumlah calon seramai 4,140 melalui 9 peperiksaan berjadual yang telah diadakan untuk menampung jumlah calon tersebut.

Peperiksaan Pegawai Keselamatan dan Kesihatan (SHO) adalah peperiksaan kompetensi perundangan yang mempunyai jumlah calon ketiga paling ramai bagi tahun 2023, iaitu seramai 3,052 calon. Bagi tahun yang sama, Peperiksaan SHO telah dijalankan sebanyak 9 kali, dan merangkumi di Ibu Pejabat NIOSH di Bandar Baru Bangi, Senai (Johor), Melaka, Manjung (Perak), Pulau Pinang, Kuantan (Pahang), Kerteh (Terengganu), Kuching, Bintulu dan Miri (Sarawak) serta Sandakan dan Tawau (Sabah).

Untuk tahun 2023, lokasi peperiksaan SHO dan SSS telah bertambah ke 15 lokasi untuk setiap peperiksaan masing-masing pada tarikh peperiksaan yang telah ditetapkan.

For the year 2023, a total of 4,098 examination and assessment activities were carried out. It involved 68,776 candidates.

Authorised Gas Tester and Entry Supervisor (AGTES) examination recorded the highest number of candidates at 5,796 in total for 448 examination and assessment activities.

The Site Safety Supervisor (SSS) examination was the second highest regulatory competency examination with total of 4,140 candidates in which, 10 scheduled examinations were held to accommodate the large number of candidates.

The Safety and Health Officer (SHO) examination, another regulatory competency examination and it had the third largest number of candidates for the year 2023 at 3,053 in total. For the same year, the SHO Examination was conducted 9 times. They were held at the NIOSH Headquarters in Bandar Baru Bangi, Senai (Johor), Melaka, Manjung (Perak), Penang, Kuantan (Pahang), Kerteh (Terengganu), Kuching, Bintulu and Miri (Sarawak); and lastly, Sandakan and Tawau (Sabah).

For the year 2023, the locations for SHO and SSS exams was increased to 15 locations for each exam respectively with a fixed scheduled date.



Jadual 2: Jenis Peperiksaan / Penilaian dan Jumlah Calon

Table 2: Types of Examination / Assessment and Number of Candidates

Peperiksaan kompetensi perundangan / Regulatory competency examinations				
Bil. No.	Jenis Peperiksaan / Penilaian Types of Examination / Assessment	Kod Program Programme Code	Bilangan Peperiksaan Number of Examinations	Bilangan Calon Number of Candidates
1.	Pegawai Keselamatan dan Kesihatan Pekerjaan <i>Safety and Health Officer</i>	SHO	12	3,052
2.	Penyelia Keselamatan Tapak Bina <i>Site Safety Supervisor</i>	SSS	9	4,140
3.	Operator Kren / <i>Crane Operator</i>	COP	213	1,941
4.	Pengendali Perancah Tahap Asas / <i>Basic Scaffolder</i>	BSC	7	65
5.	Doktor Kesihatan Pekerjaan <i>Occupational Health Doctor</i>	OHD	5	1,460
6.	Penguji Gas Bertauliah dan Penyelia Kemasukan Bagi Ruang Terkurung <i>Authorised Gas Tester and Entry Supervisor for Confined Space</i>	AGTES	448	5,796
7.	Latihan Semula Penguji Gas Bertauliah dan Penyelia Kemasukan bagi Ruang Terkurung <i>Authorised Gas Tester and Entry Supervisor for Confined Space Refresher</i>	AGTES-R	252	2,517
8.	Juruteknik Higien 1 (Pemantauan Kimia) <i>Hygiene Technician 1 (Chemical Monitoring)</i>	HT1	4	85
9.	Juruteknik Higien 2 (Pemeriksaan, Pengujian dan Penilaian Peralatan Kawalan Kejuruteraan) <i>Hygiene Technician 2 (Inspection, Testing and Examination of Engineering Control Equipment)</i>	HT2	3	57
10.	Penaksir Risiko Bising / <i>Noise Risk Assessor</i>	NRA	3	104
11.	Penaksir Kualiti Udara Dalam <i>Indoor Air Quality Assessor</i>	IAQ	3	42
12.	Penaksiran Risiko Kimia kepada Kesihatan <i>Chemical Health Risk Assessor</i>	CHRA	6	194
13.	Jururawat Kesihatan Pekerjaan <i>Occupational Health Nurse</i>	OHN	5	126
14.	Penaksir Hilang Upaya Perubatan Bertauliah <i>Certified Medical Impairment Assessor</i>	CMIA	3	255
15.	Pengendalian Selamat Trak Angsun <i>Safe Handling of Forklift Truck</i>	SHFT	10	96

Peperiksaan kompetensi perundangan / <i>Regulatory competency examinations</i>				
Bil. No.	Jenis Peperiksaan / Penilaian <i>Types of Examination / Assessment</i>	Kod Program <i>Programme Code</i>	Bilangan Peperiksaan <i>Number of Examinations</i>	Bilangan Calon <i>Number of Candidates</i>
16.	Bekerja Selamat di Tempat Tinggi <i>Working Safely at Height</i>	WAH	286	4,079
17.	Orang yang dibenarkan Masuk dan Orang yang Menjaga bagi Ruang Terkurung <i>Authorised Entrant and Standby Person for Confined Space</i>	AESP	1,584	22,637
18.	Latihan Semula Orang yang dibenarkan Masuk dan Orang yang Menjaga bagi Ruang Terkurung <i>Authorised Entrant and Standby Person for Confined Space Refresher</i>	AESP-R	1,029	14,704
19.	Keselamatan bagi Kemasukan ke Ruang Inert <i>Inert Space Entry</i>	IET	2	34
20.	Latihan Semula Keselamatan bagi Kemasukan ke Ruang Inert <i>Inert Space Entry Refresher</i>	IET-R	2	22
21.	Menyelamat di Ruang Terkurung dan Tindakan Awalan <i>Confined Space Rescue and First Response</i>	CSR	5	42
22.	Asas Pertolongan Cemas Pekerja <i>Basic Occupational First Aid</i>	BOFA	86	931
23.	Orang Terlatih Ergonomik bagi Penilaian Risiko Ergonomik Awal <i>Ergonomic Trained Person for Initial Ergonomics Risk Assessment</i>	ERA1	21	271
24.	Orang Terlatih Ergonomik bagi Penilaian Risiko Ergonomik Lanjutan <i>Ergonomic Trained Person for Advanced Ergonomic Risk Assessment</i>	ERA2	4	26
25.	Asas Rigging dan Slings / <i>Basic Ringing and Slings</i>	BRS	7	109
26.	Keselamatan Pengendalian Jet Air Bertekanan Tinggi <i>Safe Operation of High Pressure Water Jetting</i>	HPWJ	8	114
27.	Jurulatih bagi Program Keselamatan Ruang Terkurung <i>Confined Space Trainer</i>	CST	3	26
28.	Jurulatih Keselamatan dan Kesihatan Pembinaan <i>Construction Safety and Health Trainer</i>	CHST	4	32
29.	Program Latihan Kompetensi Tenaga Pengajar KKP OSH <i>Train The Trainer Competency Based Programme</i>	TTT1	63	773

Peperiksaan kompetensi perundangan / Regulatory competency examinations				
Bil. No.	Jenis Peperiksaan / Penilaian <i>Types of Examination / Assessment</i>	Kod Program <i>Programme Code</i>	Bilangan Peperiksaan <i>Number of Examinations</i>	Bilangan Calon <i>Number of Candidates</i>
30.	Pengurusan Latihan untuk Perniagaan <i>Training Management for Business</i>	TTT2	1	4
31.	Peperiksaan NIOSH-TM Safety Passport – program jurulatih <i>Niosh-tm Safety Passport Examination – Trainer’s Programme</i>	TTT-NTMSP	3	9
32.	Peperiksaan Air-Selangor NIOSH Safety Passport - Program Jurulatih <i>Selangor Water NIOSH Safety Passport Examination- Trainer’s Programme</i>	TTT-NNSP	1	1
33.	Peperiksaan NIOSH-OM Materials Safety Passport – Program Jurulatih <i>NIOSH-OM Materials Safety Passport Examination - Trainer’s Programme</i>	TTT-NOMSP	2	11
34.	Peperiksaan Pasport Keselamatan E-Idaman – Program Jurulatih <i>E-Idaman Safety Passport Examination – Trainer’s Programme</i>	TTT-EISP	1	3
35.	Peperiksaan NIOSH Jabil Pasport Keselamatan – Program Jurulatih <i>NIOSH Jabil Safety Passport Examination - Trainer’s Programme</i>	TTT-NJSP	1	9
Jumlah / Total			4,098	68,776

Jadual 3: Sijil Kelayakan & Sijil Jurulatih**Table 2:** Certificate of Qualification & Trainer's Certificate

BIL. NO.	SIJIL KELAYAKAN CERTIFICATE OF QUALIFICATION	TAHUN 2023 YEAR 2023
1.	Sijil Kelayakan AGTES / <i>Certificate of Qualification AGTES</i>	3,320
2.	Sijil Kelayakan AGTES-R / <i>Certificate of Qualification AGTES-R</i>	2,148
3.	Sijil Kelayakan CHRA / <i>Certificate of Qualification CHRA</i>	37
4.	Sijil Kelayakan HT1 / <i>Certificate of Qualification HT1</i>	11
5.	Sijil Kelayakan HT2 / <i>Certificate of Qualification HT2</i>	5
6.	Sijil Kelayakan Kren Berantai / <i>Certificate of Qualification Crawler Crane</i>	187
7.	Sijil Kelayakan Kren Menara / <i>Certificate of Qualification Tower Crane</i>	132
8.	Sijil Kelayakan Kren Beroda / <i>Certificate of Qualification Mobile Crane</i>	480
9.	Sijil Kelayakan IAQ / <i>Certificate of Qualification IAQ</i>	4
10.	Sijil Kelayakan NRA / <i>Certificate of Qualification NRA</i>	20
11.	Sijil Kelayakan OHD / <i>Certificate of Qualification OHD</i>	373
12.	Sijil Kelayakan SHO / <i>Certificate of Qualification SHO</i>	435
13.	Sijil Kelayakan SSS / <i>Certificate of Qualification SSS</i>	631
14.	Sijil Kelayakan BOFA / <i>Certificate of Qualification BOFA</i>	691
15.	Sijil Kelayakan CMIA / <i>Certificate of Qualification CMIA</i>	227
16.	Sijil Kelayakan ERA 1 / <i>Certificate of Qualification ERA 1</i>	180
17.	Sijil Kelayakan ERA 2 / <i>Certificate of Qualification ERA 2</i>	18
18.	Sijil Kelayakan OHN / <i>Certificate of Qualification OHN</i>	60
19.	Sijil Kelayakan TTT 1 / <i>Certificate of Qualification TTT 1</i>	842
20.	Sijil Kelayakan TTT 2 / <i>Certificate of Qualification TTT 2</i>	9
21.	Sijil Kelayakan WAH / <i>Certificate of Qualification WAH</i>	1,455
JUMLAH / TOTAL		11,265

BIL. NO.	SIJIL JURULATIH TRAINER'S CERTIFICATE	TAHUN 2023 YEAR 2023
1.	Sijil Jurulatih CSHT / <i>Trainer's Certificate CSHT</i>	27
2.	Sijil Jurulatih CST / <i>Trainer's Certificate CST</i>	10
3.	Sijil Jurulatih TTT-EIS / <i>Trainer's Certificate TTT-EIS</i>	16
4.	Sijil Jurulatih TTT-NCS / <i>Trainer's Certificate TTT-NCS</i>	18
5.	Sijil Jurulatih NOMSP / <i>Trainer's Certificate NOMSP</i>	6
6.	Sijil Jurulatih NTMSP / <i>Trainer's Certificate NTMSP</i>	46
7.	Sijil Jurulatih NTSLP / <i>Trainer's Certificate NTSLP</i>	26
8.	Sijil Jurulatih PRHP / <i>Trainer's Certificate PRHP</i>	55
JUMLAH / TOTAL		204

Gambar Sesi Peperiksaan
Examination Session Photos



Gambar 1: Sesi Peperiksaan SHO
Image 1: SHO Examination Session



Gambar 2: Sesi Peperiksaan OHN
Image 2: OHN Examination Session



Gambar 3: Sesi Taklimat Peperiksaan NRA
Image 3: NRA Examination Briefing Session



2023
LAPORAN TAHUNAN
ANNUAL REPORT

**PEJABAT-PEJABAT
WILAYAH
*REGIONAL OFFICES***

PEJABAT WILAYAH UTARA (NRO) NORTHERN REGIONAL OFFICE (NRO)

NRO PULAU PINANG

YB. Menteri Sumber Manusia Tn. V. Sivakumar telah mengadakan lawatan ke pejabat NIOSH Wilayah Utara (NRO) di Jalan Bertam 2, Kepala Batas, Pulau Pinang pada 13 Julai 2023 dan seterusnya merasmikan pejabat baharu tersebut.

Ketibaan YB. Menteri disambut oleh pihak pengurusan NIOSH yang diketuai oleh Pengarah Eksekutif Tn. Hj. Ayop Salleh dan warga kerja NIOSH Pulau Pinang. Para peserta kursus dan tenaga pengajar turut bersama meraikan kehadiran beliau dan berpeluang beramah mesra dengan YB. Menteri.

NRO PENANG

YB. Menteri of Human Resources Mr. V. Sivakumar visited NIOSH Northern Regional Office (NRO) at Jalan Bertam 2, Kepala Batas, Penang on 13 July 2023 and subsequently inaugurated the new office.

The arrival of YB. Minister was welcomed by the management of NIOSH led by its Executive Director Tn. Mr. Ayop Salleh and Penang NIOSH employees. The course participants and teaching staff also honoured his presence and had the opportunity to interact with YB. Minister.



NRO ALOR SETAR

Pejabat NRO Alor Setar telah memulakan operasi secara rasmi pada 1 April 2023. Terletak di dalam Bangunan Souq Albukhary di Bandaraya Alor Setar, pembukaan pejabat ini adalah untuk memudahkan pekerja, majikan dan pihak industri dari Kedah dan Perlis untuk mendapatkan khidmat latihan, maklumat dan konsultasi berkaitan KKP.

NRO ALOR SETAR

NRO Alor Setar officially began operations on 1 April 2023. Located in the Souq Albukhary Building Alor Setar City, the opening of this office is to facilitate employees, employers, and industry partners from Kedah and Perlis to obtain training, information, and consultancy services relevant to OSH.



Perasmian Pejabat Wilayah Utara Alor Setar (NRO – ALS)

YB. Menteri Sumber Manusia Tn. V. Sivakumar dan YB. Timbalan Menteri Sumber Manusia Tn. Ts. Mustapha Sakmud membuat lawatan dan seterusnya merasmikan pejabat NRO Alor Setar pada 30 Julai 2023.

Pada majlis itu juga, YB. Menteri turut melancarkan Program Pasport Keselamatan E-Idaman (EISP). Beliau menyampaikan sijil penghargaan kepada penggubal modul serta kad EISP kepada para peserta. Tetamu terhormat turut dibawa melihat bahagian derma darah, pameran dari Jabatan Kesihatan Negeri Kedah, pameran berkaitan kitar semula di E-Idaman serta lori kitar semula dan demonstrasi Unit Latihan Bergerak (MTU) NIOSH.

NRO Alor Setar Office Inauguration Ceremony (NRO-ALS)

YB. Minister of Human Resources Mr. V. Sivakumar and YB. Deputy Minister of Human Resources Mr. Ts. Mustapha Sakmud visited and subsequently inaugurated NRO Alor Setar office on 30 July 2023.

At that event too, YB. The Minister also launched the E-Idaman Security Passport Programme (EISP). He presented certificates of appreciation to the writers of the module as well as EISP cards to the participants. Distinguished guests were also taken to see the blood donation section, an exhibition from the Kedah State Health Department, an exhibition related to recycling at E-Idaman as well as a recycling truck and a demonstration of the NIOSH Mobile Training Unit (MTU).



NRO MANJUNG

Lebih 30 program telah dilaksanakan dan disertai oleh NRO Manjung sepanjang tahun 2023. Antara program menarik adalah seperti berikut:

KARNIVAL KURSUS AESP DI IPOH

Karnival Ruang Terkurung (AESP/AESP-R) telah diadakan di Hotel Excelsior, Ipoh pada 10 Mac 2023 dan berjaya menarik lebih 200 peserta untuk menyertai pelbagai kursus dan program anjuran NIOSH.

AESP COURSE CARNIVAL IN IPOH

The Confined Space Carnival (AESP/AESP-R) was held at Hotel Excelsior, Ipoh on 10 March 2023. It successfully attracted more than 200 participants to register for various courses and programmes organised by NIOSH.

NRO MANJUNG

More than 30 programmes were implemented and participated by NRO Manjung during the year 2023. Among the stimulating programmes are as follows:



LAWATAN KE AKADEMI KTM BATU GAJAH DAN CRRC ROLLING STOCK CENTRE (MALAYSIA) SDN BHD

Lawatan kerja Pejabat NIOSH Manjung ke Akademi KTM (MyRA) dan CRRC Rolling Stock Centre (Malaysia) Sdn Bhd di Batu Gajah, Perak turut disertai oleh Pengarah JKKP Perak Dr. Rabaayah Daud. Tujuan lawatan kerja ini adalah untuk membincangkan isu-isu KKP dan program kerjasama yang boleh diadakan di antara NIOSH, JKKP Perak, MyRA dan CRRC.

VISIT TO BATU GAJAH KTM ACADEMY AND CRRC ROLLING STOCK CENTRE (MALAYSIA) SDN BHD

NIOSH Manjung Office held a working visit to KTM Academy (MyRA) and CRRC Rolling Stock Centre (Malaysia) Sdn Bhd in Batu Gajah, Perak. They were joined by Perak DOSH Director Dr. Rabaayah Daud. The purpose of this work visit was to discuss OSH issues and possible cooperation programmes between NIOSH, DOSH Perak, MyRA and CRRC.



MINGGU LATIHAN KEBANGSAAN (NTW) 2023

NIOSH menyertai program NTW anjuran HRDCORP PERAK di Universiti Petronas Perak pada 22 Mei 2023. NTW merupakan inisiatif inovasi yang menghimpunkan organisasi serta individu dari pelbagai latar belakang dan industri untuk menerokai peluang pembelajaran dan pembangunan kerjaya.

NATIONAL TRAINING WEEK (NTW) 2023

NIOSH participated in the NTW programme organised by HRDCORP PERAK at University Petronas Perak on 22 May 2023. NTW is an innovation initiative that brings together organisations and individuals from various backgrounds and industries to explore learning and career development opportunities.



TVET DAN KERJAYA UNTUK ORANG ASLI

Pihak NIOSH turut terlibat dalam Program Pendidikan dan Latihan Teknikal dan Vokasional (TVET) dan Kerjaya Orang Asli pada 23 Jun 2023, bertempat di Orang Asli One Stop Centre Bawong di Sungai Siput, Perak. Sepanjang program, pasukan NIOSH turut mengadakan pameran interaktif, dan demonstrasi program latihan KKP yang dianjurkan oleh NIOSH. Program ini termasuk cara bekerja selamat di tempat tinggi.

TVET AND CAREER FOR NATIVES

NIOSH was also involved in the Orang Asli Technical and Vocational Education and Training (TVET) and Career Programme. The event was held on 23 June 2023, located at the Orang Asli One Stop Centre Bawong in Sungai Siput, Perak. During the programme, NIOSH team held an interactive exhibition, and a demonstration of the OSH training programme created by NIOSH. This programme includes methods to work safely at height.



KERJASAMA ANTARA NIOSH DAN KOLEJ COSMOPOINT

Delegasi Kolej Cosmopoint mengunjungi pejabat NRO Manjung pada 15 September 2023. Mereka mengadakan rundingan untuk menganjurkan program Pasport Keselamatan (serta menggunakan kemudahan NIOSH untuk warga kolej tersebut. Kedua-dua pihak juga bersetuju untuk menganjurkan program KKP secara bersama di premis Kolej Cosmopoint.

COLLABORATION BETWEEN NIOSH AND COSMOPOINT COLLEGE

A delegation from Cosmopoint College visited NRO Manjung office on 15 September 2023. They held negotiations to organise Safety Passport Programmes (as well as utilise NIOSH facilities for the college's staff and students). Both parties also agreed to jointly organise OSH programmes on the premises of Cosmopoint College.



KERJASAMA DENGAN KOLEJ FELCRA

NRO Manjung telah mengadakan lawatan kerja ke Kolej Felcra di Kampung Gajah pada 9 November 2023 bagi membincang mengenai program kerjasama di antara kedua-dua pihak. Antara program yang bakal dilaksanakan adalah kempen kesedaran dan ceramah berkaitan keselamatan dan kesihatan di tempat kerja untuk kakitangan dan pelajar-pelajar Kolej Felcra.

COLLABORATION WITH COLLEGE FELCRA

NRO Manjung held a working visit to College Felcra in Kampung Gajah on 9 November 2023 to discuss cooperation programmes between both parties. Among the programmes that would be implemented are awareness campaigns and talks related to safety and health in the workplace for staff and students of the college.

OPERASI PENGUATKUASAAN PERBURUHAN SECARA BERSEPADU DI NEGERI PERAK

NRO Manjung turut menyertai Operasi Penguatkuasaan Perburuhan Secara Bersepadu di Negeri Perak pada 11 Disember 2023. Operasi anjuran Jabatan Tenaga Kerja Negeri Perak ini turut disertai oleh agensi lain seperti Polis Diraja Malaysia (PDRM), Jabatan Imigresen (JIM), PERKESO dan Majlis Perbandaran. Tujuan operasi ini dilaksanakan adalah bagi mempertingkatkan pematuhan majikan terhadap Akta Kerja 1995, Akta Majlis Perundingan Gaji Negara 2011, Akta Standard Minimum Perumahan, Penginapan dan Kemudahan Pekerja 1990 di samping akta-akta perburuhan yang lain.

INTEGRATED LABOUR ENFORCEMENT OPERATIONS IN PERAK STATE

NRO Manjung participated in an Integrated Labour Enforcement Operation in Perak on 11 December 2023. This operation was organised by the Perak State Department of Manpower. It was joined by other agencies such as the Royal Malaysian Police (PDRM), the Immigration Department (JIM), SOCSO, and the local municipal council. The purpose of this operation was to improve employers' compliance to the Employment Act 1995, the National Wage Consultation Council Act 2011, the Housing, Accommodation and Employee Facilities Minimum Standards Act 1990, and other relevant labour acts.



PEJABAT WILAYAH SELATAN (SRO) SOUTHERN REGIONAL OFFICE (SRO)

Pejabat Wilayah Selatan Johor Bahru (SRO-JB)
Southern Regional Office Johor Bahru (SRO-JB)



Ergolympik 2024

Pusat Kecemerlangan Ergonomik (EEC) di Pejabat Wilayah Selatan Johor Bahru (SRO-JB) telah menghadiri persidangan 4th International Biennial Ergonomics Design & Intervention Competition (Ergolympic 2024) pada 16 dan 17 Ogos 2023 di Pelangi Beach Resort & Spa Langkawi anjuran Human Factor and Ergonomics Malaysia Conference (HFEM). Pada persidangan tersebut, pihak NIOSH telah memenangi Anugerah Emas bagi kategori korporat/industri melalui pembentangan kajian bertajuk Hose Roller for Firefighter yang disampaikan oleh En. Ismail Abdul Rahman, Pemangku Pengurus NIOSH Wilayah Selatan. Kajian tersebut melibatkan para penyelidik NIOSH, Universiti Tun Hussein Onn Malaysia (UTHM), dan Pusat Penyelidikan Kebommbaan, Jabatan Bomba dan Penyelamat Malaysia.



Ergolympics 2024

The Ergonomics Excellence Center (EEC) from the Southern Regional Office Johor Bahru (SRO-JB) attended the 4th International Biennial Ergonomics Design & Intervention Competition Conference (Ergolympic 2024) on 16 and 17 August 2023 at Pelangi Beach Resort & Spa Langkawi organised by Human Factor and Ergonomics Malaysia Conference (HFEM). At the conference, NIOSH won the Gold Award for the corporate/industry category presenting a study titled Hose Roller for Firefighter by Mr. Ismail Abdul Rahman, Acting Manager of NIOSH Southern Region. The study involved researchers from NIOSH, University Tun Hussein Onn Malaysia (UTHM), and the Fire Research Centre, Malaysian Fire and Rescue Department.



Kunjungan Hormat Jabatan Tenaga Manusia (JTM)

Pada 8 Oktober 2023, JTM mengadakan kunjungan hormat ke Pejabat Wilayah Selatan Johor Bahru (SRO-JB) yang diketuai Ketua Pengarah En. Shakib Ahmad Sahir, Timbalan Ketua Pengarah Ts. Kamaruzaman Md Ali, dan Pengarah Institut Latihan Perindustrian Pasir Gudang Ts. Dr Alina A. Rahman@Othman. Mereka disambut oleh wakil pihak pengurusan NIOSH iaitu Setiausaha Eksekutif Mejar (B) Hj. Hanif Maidin, Pemangku Pengurus Kanan Bahagian Korporat Pn. Noorliza Idawati Mat Nayan, dan Pemangku Pengurus SRO-JB En. Ismail Abdul Rahman. Pihak JTM telah dibawa melihat kemudahan yang terdapat di premis SRO-JB seperti pejabat kakitangan, bilik latihan, dewan, hostel serta hangar untuk aktiviti latihan praktikal.

Courtesy visit by the Department of Manpower (JTM)

On 8 October 2023, JTM paid a courtesy visit to the Southern Regional Office Johor Bahru (SRO-JB) led by Director General Mr. Shakib Ahmad Sahir, Deputy Director General Ts. Kamaruzaman Md Ali, and Director of Pasir Gudang Industrial Training Institute Ts. Dr. Alina A. Rahman@Othman. They were welcomed by the representatives from NIOSH management namely, Executive Secretary Major (B) Hj. Hanif Maidin, Acting Senior Manager of the Corporate Division Mrs. Noorliza Idawati Mat Nayan, and SRO-JB Acting Manager Mr. Ismail Abdul Rahman. JTM was toured the facilities available at the SRO-JB premises such as staff offices, training rooms, halls, hostels and hangars for practical training activities.

Pejabat Wilayah Selatan Melaka (SRO-MLK)

Pelbagai program dilaksanakan dan disertai oleh SRO-MLK. Ringkasan program tersebut adalah seperti berikut:

Southern Regional Office Melaka (SRO-MLK)

Various programmes were implemented and participated by SRO-MLK. A summary of these programmes are as follows:



Tempat: Kolej Vokasional Melaka Tengah | Pelajar Jabatan Perniagaan.
Venue: Melaka Central Vocational College | Business Department students.



Tempat: Kolej Vokasional Melaka Tengah | Pelajar Jabatan Kimpalan.
Venue: Melaka Central Vocational College | Students from the Welding Department.



Tempat: Kolej Vokasional Jasin
| Guru dan Kakitangan Kolej.
*Venue: Jasin Vocational
College | College Teachers and
Staff.*



Tempat: Politeknik Merlimau
| Jabatan Pelancongan dan
Hospitaliti.
*Venue: Merlimau Polytechnic
| Department of Tourism and
Hospitality.*



Tempat: Politeknik Merlimau |
Jabatan Kejuruteraan Awam.
*Venue: Merlimau Polytechnic /
Civil Engineering Department.*



Tempat: Kolej Antarabangsa
Unifield | Jabatan Kejuruteraan
Elektrik.
*Venue: Unifield International
College | Electrical Engineering
Department.*



Pameran Jelajah MADANI Bersama Menteri
Kementerian Sumber Manusia.
Tempat: Mydin Pulau Sebang, Tampin.
*MADANI Tour Exhibition with the Minister from
the Ministry of Human Resources.
Venue: Mydin Pulau Sebang, Tampin.*



Pameran Jelajah MADANI Bersama Menteri
Kementerian Sumber Manusia.
Tempat: Mydin Pulau Sebang, Tampin.
*MADANI Tour Exhibition with the Minister from the
Ministry of Human Resources.*
Venue: Mydin Pulau Sebang, Tampin.



Pameran Keselamatan dan Kesihatan.
Tempat: Malaysian Refining Company Sdn Bhd.
Safety and Health Exhibition.
Venue: Malaysian Refining Company Sdn Bhd.



Pameran Keselamatan dan Kesihatan.
Tempat: Mahkota Parade.
Safety and Health Exhibition.
Venue: Mahkota Parade.

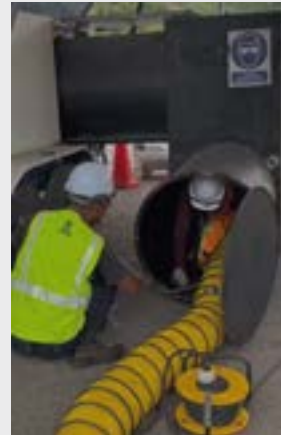


Pameran Keselamatan dan Kesihatan.
Tempat: Mahkota Parade.
Safety and Health Exhibition.
Venue: Mahkota Parade.



Pameran Minggu Keselamatan dan Kesihatan Peringkat Negeri Melaka.
Tempat: Infineon Technologies (Malaysia) Sdn Bhd.
Melaka State Health and Safety Exhibition Week.
Venue: Infineon Technologies (Malaysia) Sdn Bhd.

GAMBAR AKTIVITI KURSUS KOMPETENSI 2023
PHOTOS FROM THE COMPETENCE COURSE ACTIVITIES 2023



Orang Dibenarkan Masuk dan Orang Bersedia Masuk Ruang Terkurung (AESP).
Authorised Entrant and Standby Person for Confined Space (AESP).



Penguji Gas Bertauliah dan Penyelia Kemasukan Bagi Ruang Terkurung (AGTES).
Authorised Gas Tester and Entry Supervisor for Confined Space (AGTES).



Asas Tali-temali dan Ikatan Anduh (BRS).
Basic Rigging and Slings (BRS).



Asas Pengendalian Selamat Trak Angsun.
Basic Safe Handling of Forklift Truck.



Pegawai Keselamatan dan Kesihatan (SHO) – Lawatan ke Tapak.
Safety and Health Officer (SHO) - Site Visit.



Doktor Kesihatan Pekerjaan (OHD).
Occupational Health Doctor (OHD).



Bekerja Selamat di Tempat Tinggi (WAH).
Working Safely at Height (WAH).



Penyelia Keselamatan Tapak (SSS) - Lawatan ke Tapak.
Site Safety Supervisor (SSS) - Site Visit.



Koordinator Keselamatan dan Kesihatan Pekerjaan
(OSH-C).
Occupational Safety and Health Coordinator (OSH-C).

GAMBAR AKTIVITI KURSUS KESEDARAN 2023
PHOTOS FROM AWARENESS COURSE ACTIVITIES 2023



Pemanduan Selamat dan Defensif (SDD).
Safe and Defensive Driving (SDD).

GAMBAR AKTIVITI KURSUS JURULATIH 2023
PHOTOS FROM TRAINER COURSE ACTIVITIES 2023



Program Kompetensi KKP Latih Pelatih
(OSH - TTT).
*OSH Train the Trainer Competency
Programme (OSH - TTT).*

GAMBAR AKTIVITI KURSUS PASPORT KESELAMATAN 2023
PHOTOS FROM SAFETY PASSPORT COURSE ACTIVITIES 2023



Pasport Keselamatan Minyak dan Gas (OGSP).
Oil and Gas Safety Passport (OGSP).



NIOSH-TENAGA Pasport Keselamatan (NTSP).
NIOSH-TENAGA Safety Passport (NTSP).



NIOSH-TM Pasport
Keselamatan (NTMSP).
*NIOSH-TM Safety Passport
(NTMSP).*



Pasport Keselamatan
Operasi Lebuh Raya (EOSP).
*Expressway Operations
Safety Passport (EOSP).*



Sistem Pasport Keselamatan
Kontraktor (CSPS) – Semua
Risiko.

*Contractor Safety Passport
System (CSPS) - All Risks.*

PEJABAT WILAYAH TIMUR (ECRO) EAST COAST REGIONAL OFFICE (ECRO)

ECRO Kerteh

Bagi tahun 2023, ECRO Kerteh berjaya menjalankan program utama seperti berikut:

MoU antara NIOSH Arkema Thiochemicals

Majlis menandatangani memorandum persefahaman (MoU) di antara NIOSH dan Arkema Thiochemicals Sdn Bhd diadakan di pejabat ECRO Kerteh pada 15 Ogos 2023. Program ini dihadiri oleh pihak pengurusan tertinggi Arkema dan ECRO Kerteh. Fokus utama MoU tersebut adalah untuk merangkakan kerjasama di antara kedua-dua pihak.

Antara lain, kerjasama tersebut membolehkan NIOSH mengadakan lawatan ke kemudahan Arkema Thiochemicals serta menghantar kakitangan dan peserta kursus untuk latihan-latihan berkaitan. Kakitangan NIOSH juga berpeluang untuk mempelajari proses yang dilaksanakan di loji syarikat berkenaan selain daripada bekerjasama dengan tenaga pakar Arkema Thiochemicals untuk membangunkan modul latihan berkaitan dengan KKP.

ECRO Kerteh

For the year 2023, ECRO Kerteh successfully carried out its main programmes as follows:

MoU between NIOSH and Arkema Thiochemicals

A memorandum of understanding (MoU) was signed between NIOSH and Arkema Thiochemicals Sdn Bhd. The ceremony was held at the ECRO Kerteh office on 15 August 2023. For this event, the top management of Arkema and ECRO Kerteh were in attendance. The main focus of the MoU was to build a working cooperation platform between both parties.

Furthermore, the collaboration allows NIOSH to visit the Arkema Thiochemicals facility as well as to send NIOSH staff and course participants for relevant trainings. NIOSH staff would also have the opportunity to learn about processes that are implemented at the company's plant. In addition, NIOSH would have the privilege to work with Arkema Thiochemicals' experts to develop training modules related to OSH.



Majlis menandatangani MoU di antara NIOSH dan Arkema Thiochemicals di Dewan ECRO Kerteh.
MoU signing ceremony between NIOSH and Arkema Thiochemicals in the Kerteh ECRO Hall.



Majlis menandatangani MoU di antara NIOSH dan Arkema Thiochemicals di Dewan ECRO Kerteh.
MoU signing ceremony between NIOSH and Arkema Thiochemicals in the Kerteh ECRO Hall.



Pihak pengurusan tertinggi Arkema Thiochemicals turut membuat lawatan ke bilik pembelajaran dan tapak simulator ruang terkurung di ECRO Kerteh selepas majlis menandatangani MoU.
Top management from Arkema Thiochemicals visited the learning room and confined space simulator site at ECRO Kerteh after the MoU signing ceremony.

ECRO Kuantan

Program CSR bersama JHEKS Pahang

ECRO Kuantan mengadakan program Tanggungjawab Sosial Korporat (CSR) bersama Jabatan Hal Ehwal Kesatuan Sekerja (JHEKS) Pahang pada 3 Jun 2023 bagi memberi pendedahan terhadap aspek Keselamatan dan Kesihatan Pekerjaan (KKP) untuk penduduk di Sungai Lembing. Lebih 300 peserta terlibat di dalam program tersebut. Fokus program ini adalah berkenaan teknik memanjat pokok dan cara selamat untuk menggunakan peralatan yang berkaitan.

ECRO Kuantan

CSR Programme with JHEKS Pahang

ECRO Kuantan held a Corporate Social Responsibility (CSR) programme with the Department of Trade Union Affairs (JHEKS) Pahang on 3 June 2023 to provide exposure in aspects regarding Occupational Safety and Health (OSH) for residents of Sungai Lembing. More than 300 participants were involved in the programme. The focus of the programme was on tree climbing techniques and how to safely use relevant equipment for this task.



Penduduk Sungai Lembing memakai abah-abah keselamatan untuk memanjat pokok.
Sungai Lembing residents wear safety harnesses to climb trees.



Antara kakitangan NIOSH dan JHEKS yang terlibat dalam program CSR di Sungai Lembing.
NIOSH and JHEKS staff participating in the CSR programme in Sungai Lembing.

Hari Bertemu Pelanggan KSM Peringkat Negeri Pahang

NIOSH telah diberikan tanggungjawab untuk menerajui program Hari Bertemu Pelanggan Kementerian Sumber Manusia (KSM) Peringkat Negeri Pahang pada 12 Disember 2023. Bertempat di ruang legar Kompleks Membeli-belah Berjaya Megamall Kuantan, program sehari tersebut telah dirasmikan oleh Dato' Haji Amran Haji Ahmad, Timbalan Ketua Setiausaha KSM (untuk Dasar Antarabangsa). Para pengunjung tidak melepaskan peluang untuk mendapatkan perkhidmatan yang disediakan oleh pelbagai agensi di bawah KSM, termasuk ruang reruai yang dikendalikan oleh ECRO Kuantan.

Orang ramai juga berpeluang membeli barangan keperluan harian melalui inisiatif Jualan Rahmah yang dianjurkan dengan kerjasama pejabat EXCO Hal Ehwal Pengguna dan Sumber Manusia Negeri Pahang. Turut diadakan temuduga kerja terbuka, perkhidmatan gunting rambut percuma, cabutan bertuah serta persembahan khas oleh penyanyi lagu-lagu rakyat Pahang Dato' Roslan Madun.



Gambar 1: Kakitangan NIOSH yang bertugas menjaga ruang reruai milik agensi tersebut di program Hari Bertemu Pelanggan KSM Peringkat Negeri Pahang di ruang legar Kompleks Membeli-belah Berjaya Megamall Kuantan.

Image 1: NIOSH staff in-charge of guarding the exhibition space belonging to an agency at the KSM Meet Customers Day, a Pahang State level event held in the lobby of Berjaya Megamall Kuantan Shopping Complex.

Ministry of Human Resources Pahang State Level Meet-the-Customer Day

NIOSH was given the responsibility to lead the Pahang State Level Ministry of Human Resources (KSM) Meet-the-Customer Day programme on 12 December 2023. Located in the foyer of the Berjaya Megamall Kuantan Shopping Complex, the one-day programme was officiated by Dato' Haji Amran Haji Ahmad, Deputy KSM Secretary General (of International Policy). The visitors did not miss the opportunity to receive services provided by various agencies under KSM, including event booths operated by ECRO Kuantan.

The public also had the opportunity to buy daily necessities through the Jualan Rahmah initiative organised in collaboration with the Pahang State Consumer Affairs and Human Resources EXCO office. There were open job interviews, free haircut services, lucky draws and a special performance by a Pahang folk singer Dato' Roslan Madun.



Gambar 2: Orang ramai mengunjungi ruang reruai milik agensi-agensi di bawah KSM di program Hari Bertemu Pelanggan KSM Peringkat Negeri Pahang di ruang legar Kompleks Membeli-belah Berjaya Megamall Kuantan.

Image 2: People visiting booths belonging to agencies under KSM at the Pahang State Level KSM Meet Customers Day event in the lobby of Berjaya Megamall Kuantan Shopping Complex.

PEJABAT WILAYAH SABAH DAN W.P. LABUAN (SBRO) SABAH REGIONAL OFFICE AND W.P. LABUAN (SBRO)

Pejabat Wilayah Sabah dan W.P. Labuan (SBRO) terbahagi kepada 4 pejabat iaitu SBRO Kota Kinabalu sebagai pejabat utama, SBRO Sandakan, SBRO Tawau dan SBRO W.P. Labuan. Berikut adalah aktiviti-aktiviti yang telah dilaksanakan di keempat-empat pejabat:

SBRO Kota Kinabalu

Hari Keselamatan dan Kesihatan Pekerjaan

Sambutan Hari Keselamatan dan Kesihatan Pekerjaan Peringkat Negeri Sabah disertakan KKP untuk Tahfiz, dan Majlis Perasmian Karnival TVET MADANI diadakan secara serentak di Masjid Bandaraya Kota Kinabalu pada 27 Mei 2023.

Sabah Regional Office and W.P. Labuan (SBRO) is divided into 4 offices, namely SBRO Kota Kinabalu as the main office, SBRO Sandakan, SBRO Tawau, and SBRO W.P. Labuan. The following are activities that were implemented in all four offices:

SBRO Kota Kinabalu

Occupational Safety and Health Day

The Sabah State Level Occupational Safety and Health Day celebration included OSH for Tahfiz, and a TVET MADANI Carnival Opening Ceremony. These events were held simultaneously at the Kota Kinabalu City Mosque on 27 May 2023.



Sesi penyampaian token penghargaan kepada rakan kolaborasi Karnival TVET MADANI.
Presentation of Token of Appreciation session to collaborators of the TVET MADANI Carnival.

Persidangan dan Pameran Keselamatan dan Kesihatan Pekerjaan Borneo ke-8 (BOSH 2023)

Program BOSH 2023 telah diadakan di Pusat Konvensyen Antarabangsa Sabah (SICC) pada 20 dan 21 Jun 2023. Persidangan kali ini bertema yang amat signifikan iaitu "Mentransformasikan Borneo untuk Masa Depan yang Berdaya Tahan"

YB. Tuan Mustapha Sakmud, Timbalan Menteri Sumber Manusia, telah merasmikan program dua hari tersebut di Pusat Konvensyen Antarabangsa Sabah (SICC), Kota Kinabalu.

Program BOSH 2023 merupakan platform terbaik untuk semua pihak berkepentingan dari dalam dan luar negara untuk mendapatkan maklumat terbaharu berkaitan KKP, berkongsi pengalaman dan pendapat mengenai isu-isu terkini, terutamanya di Borneo.

The 8th Borneo Conference and Exhibition on Occupational Safety and Health (BOSH 2023)

The BOSH 2023 programme was held at the Sabah International Convention Centre (SICC) on 20 and 21 June 2023. The conference had a very significant theme, "Transforming Borneo for a Resilient Tomorrow".

YB. Tuan Mustapha Sakmud, Deputy Minister of Human Resources, officiated the two-day programme at the Sabah International Convention Centre (SICC), Kota Kinabalu.

The BOSH 2023 programme is the best platform for all stakeholders from local and international communities to access latest information related to OSH, share experiences and opinions on the latest issues, especially in Borneo.



Para peserta di program BOSH 2023 yang diadakan di Pusat Konvensyen Antarabangsa Sabah (SICC).
Participants at the BOSH 2023 programme held at SICC.

KKP Untuk Tahfiz

SBRO Kota Kinabalu berkolaborasi dengan Sabah Energy Corporation Sdn Bhd untuk melaksanakan program KKP untuk Tahfiz di Sekolah Rendah Islam Tahfiz Al-Ilmi di Keningau, Sabah pada 23 Ogos, 2023. Ia merupakan sebahagian daripada inisiatif bersama kedua-dua pihak bagi meningkatkan tahap Keselamatan dan Kesihatan Pekerjaan (KKP) di sekolah-sekolah agama di Kota Kinabalu khususnya, dan di Sabah secara am. Program KKP untuk Tahfiz dibuat berpandukan program KKP di Sekolah yang dilaksanakan oleh NIOSH dengan kerjasama Kementerian Pendidikan sejak tahun 2015.

Sabah Energy Corporation merupakan syarikat Kerajaan Negeri Sabah yang ditubuhkan untuk menerajui pembangunan sumber tenaga Sabah dan untuk mempromosi, merangsang, memudahkan dan menjalankan projek pembangunan perindustrian, komersial, ekonomi dan sosial.

OSH for Tahfiz

SBRO Kota Kinabalu collaborates with Sabah Energy Corporation Sdn Bhd to implement an OSH programme for Tahfiz at Tahfiz Al-Ilmi Islamic Primary School in Keningau, Sabah on August 23, 2023. It is part of a joint initiative by both parties to improve the level of Occupational Safety and Health (OSH) in religious schools in Kota Kinabalu in particular, and in Sabah in general. The OSH programme for Tahfiz is based on OSH in School programme implemented by NIOSH in collaboration with the Ministry of Education since 2015.

Sabah Energy Corporation is a Sabah State Government company established to lead the development of Sabah's energy resources and to promote, stimulate, facilitate and carry out industrial, commercial, economic and social development projects.



Pengurus SBRO Encik Wan Sarman (tujuh dari kanan) bergambar dengan para peserta program KKP untuk Tahfiz di Sekolah Rendah Islam Tahfiz Al-Ilmi di Keningau, Sabah.

SBRO manager Mr. Wan Sarman (seventh from right) poses with participants of the OSH programme for Tahfiz at Tahfiz Al-Ilmi Islamic Primary School in Keningau, Sabah.

Pejabat Wilayah Sabah Sandakan (SBRO-SDK)

Kolaborasi Strategik Kolej Komuniti Sandakan dan NIOSH

Bagi meningkatkan tahap Keselamatan dan Kesihatan Pekerjaan (KKP) di Sandakan, NIOSH telah mengadakan kolaborasi strategik dengan Kolej Komuniti Sandakan. Pengurus SBRO En. Wan Sarman Sakan telah menandatangani dokumen Kolaborasi Strategik tersebut bagi pihak NIOSH manakala Kolej Komuniti Sandakan diwakili oleh pengarahnya En. Rudianshah Nonche. Kerjasama yang dimeterai pada 18 Mei itu membolehkan kedua-dua pihak berkongsi kemudahan dan kepakaran demi untuk meningkatkan kesedaran, pengetahuan dan kemahiran berkaitan KKP.

Sabah Regional Office Sandakan (SBRO-SDK)

Strategic Collaboration between Sandakan Community College and NIOSH

To increase the level of Occupational Safety and Health (OSH) in Sandakan, NIOSH held a strategic collaboration with Sandakan Community College. SBRO manager Mr. Wan Sarman Sakan signed the Strategic Collaboration document in behalf of NIOSH while Sandakan Community College was represented by its director Mr. Rudianshah Nonche. The collaboration was signed on May 18. It allows both parties to share facilities and expertise in order to increase awareness, knowledge, and skills related to OSH.



Pengurus SBRO En. Wan Sarman Sakan (kanan) dan pengarah Kolej Komuniti Sandakan En. Rudianshah Nonche (kiri) menandatangani dokumen Kolaborasi Strategik bagi meningkatkan kerjasama di antara kedua-dua pihak.

SBRO manager Mr. Wan Sarman Sakan (right) and Sandakan Community College director Mr. Rudianshah Nonche (left) signed the Strategic Collaboration document. The collaboration would increase cooperation between both parties.

Pejabat Wilayah Sabah Tawau (SBRO-TWU)

Seminar HRD Corp “Membolehkan Pertumbuhan Memaksimumkan Potensi Manusia”

SBRO Tawau dijemput untuk menyertai seminar yang dianjurkan oleh HRD Corp di Borneo Royale Hotel, Tawau pada 11 Oktober, 2023. Selain daripada penglibatan dengan aktiviti pameran, Pengurus SBRO-TWU En. Wan Sarman Sakan turut menyampaikan ceramah KKP untuk para peserta program.

Sabah Regional Office Tawau (SBRO-TWU)

HRD Corp Seminar “Enabling Growth Maximising Human Potential”

SBRO Tawau was invited to participate in a seminar organised by HRD Corp at Borneo Royale Hotel, Tawau on October 11, 2023. Apart from involvement with exhibition activities, SBRO Tawau Manager Mr. Wan Sarman Sakan also delivered a lecture on OSH for the participants of the programme.



Pengurus SBRO Tawau En. Wan Sarman Sakan menyampaikan ceramah KKP untuk para peserta seminar anjuran HRD Corp. di Borneo Royale Hotel, Tawau.

SBRO Tawau manager Mr. Wan Sarman Sakan delivered a lecture on OSH for participants of the seminar organised by HRD Corp. at Borneo Royale Hotel, Tawau.

Kunjungan Hormat ke Dewan Perniagaan Tiong Hua

Dalam usaha meningkatkan kesedaran mengenai KKP dalam kalangan perusahaan kecil dan sederhana (SME), NIOSH dan HRD Corp. telah mengadakan kunjungan hormat ke Dewan Perniagaan Tiong Hua di Lahad Datu pada 15 Ogos 2023. Memandangkan dewan perniagaan tersebut dianggotai oleh kesatuan peniaga-peniaga Cina di daerah Lahad Datu, NIOSH dan HRD Corp. telah mengambil kesempatan memperkenalkan perkhidmatan yang diberikan oleh agensi-agensinya dibawah Kementerian Sumber Manusia khususnya NIOSH dan HRD Corp.

Courtesy Visit to the Tiong Hua Chamber of Commerce

In an effort to increase OSH awareness among small and medium enterprises (SMEs), NIOSH and HRD Corp. paid a courtesy visit to the Tiong Hua Chamber of Commerce in Lahad Datu on August 15, 2023. Since the chamber of commerce is made up of Chinese businessmen's unions in the Lahad Datu district, NIOSH and HRD Corp. took the opportunity to introduce the services provided by agencies under the Ministry of Human Resources, particularly NIOSH and HRD Corp.



Wakil NIOSH dan HRD Corp. memperkenalkan perkhidmatan yang diberikan oleh agensi-agensinya dibawah Kementerian Sumber Manusia kepada ahli-ahli Dewan Perniagaan Tiong Hua di Lahad Datu.

Representatives from NIOSH and HRD Corp. introducing services provided by agencies under the Ministry of Human Resources to members of the Tiong Hua Chamber of Commerce in Lahad Datu.

Pejabat Wilayah Sabah W.P. Labuan (SBRO Labuan)

Hari Bertemu Pelanggan

SBRO W.P. Labuan telah dijemput menyertai program Hari Bertemu Pelanggan anjuran Sabah Electricity Sdn Bhd pada 28 Ogos 2023. Lebih 150 orang telah mengunjungi ruang reruai NIOSH dan mereka berpeluang mendapatkan maklumat berkaitan perkhidmatan dan kemudahan KKP yang disediakan oleh NIOSH di seluruh negara.

Sabah Regional Office W.P. Labuan (SBRO Labuan)

Meet-the-Customer Day

SBRO W.P. Labuan was invited to participate in the Meet Customers Day programme organised by Sabah Electricity Sdn Bhd on August 28, 2023. More than 150 people had visited the NIOSH booth. They had the opportunity to obtain information related to OSH services and facilities provided by NIOSH throughout the country.



Kakitangan NIOSH memberikan penerangan mengenai perkhidmatan dan kemudahan KKP yang disediakan oleh NIOSH di seluruh negara.

NIOSH staff provides OSH information on services and facilities provided by NIOSH throughout the country.

Kursus Kesedaran Keselamatan dan Kesihatan Pekerjaan

NIOSH telah menganjurkan kursus Kesedaran Keselamatan dan Kesihatan Pekerjaan (KKP) untuk Antara Steel Mill Sdn Bhd pada 28 November 2023. Ia merupakan sebahagian daripada program KKP yang di rancang oleh Antara Steel Mill Sdn Bhd. Program ini melibatkan lebih kurang 30 kakitangan. Ceramah hari tersebut di sampaikan oleh Ketua Pejabat SBRO W.P. Labuan En. Mohd Fazrin Jurnain.

Occupational Safety and Health Awareness Course

NIOSH organised an Occupational Safety and Health Awareness (OSH) course for Antara Steel Mill Sdn Bhd on 28 November 2023. It is part of the OSH programme planned by Antara Steel Mill Sdn Bhd. This programme involves approximately 30 staff. The talk that was presented was delivered by the Head of SBRO Office W.P. Labuan Mr. Mohd Fazrin Jurnain.



Ketua Pejabat SBRO W.P. Labuan En. Mohd Fazrin Jurnain menyampaikan ceramah khas sempena kursus KKP untuk Antara Steel Mill Sdn Bhd.

Head of SBRO Office W.P. Labuan Mr. Mohd Fazrin Jurnain delivered a special lecture in conjunction with the OSH course for Antara Steel Mill Sdn Bhd.

PEJABAT WILAYAH SARAWAK (SWRO) SARAWAK REGIONAL OFFICE (SWRO)

Sepanjang tahun 2023, NIOSH Pejabat Wilayah Sarawak (SWRO) melaksanakan beberapa aktiviti di seluruh Negeri Sarawak. SWRO terbahagi kepada 4 pejabat iaitu SWRO Kuching, SWRO Bintulu, SWRO Miri, dan SWRO Kapit. Berikut adalah kategori aktiviti yang dilaksanakan di Sarawak:

- 1) Latihan dan Kursus
- 2) Khidmat Rundingan
- 3) Mesyuarat/Kunjungan Hormat daripada Agensi Kerajaan dan Swasta
- 4) Jemputan Ceramah KKP/Pameran/Taklimat
- 5) Program Tenaga Buruh Ke Luar Bandar 4.0 (Labour GRAP 4.0)

1. Latihan/Kursus

SWRO telah menjalankan pelbagai program seperti yang disenaraikan bagi membantu memupuk kesedaran mengenai aspek keselamatan dan kesihatan pekerjaan (KKP) di pelbagai industri khususnya di negeri Sarawak. Antara program yang dijalankan termasuk kursus berjadual dan program dalaman (in-house) untuk pensijilan, kompetensi, kejurulatihan, dan juga kursus pasport keselamatan.

In 2023, NIOSH Sarawak Regional Office (SWRO) carried out several activities throughout the State of Sarawak. SWRO is divided into 4 offices namely SWRO Kuching, SWRO Bintulu, SWRO Miri, and SWRO Kapit. The following are the categories of activities carried out in Sarawak:

- 1) *Training and Courses*
- 2) *Consultation Services*
- 3) *Meetings/Courtesy Visits from Government and Private Agencies*
- 4) *Invitation to OSH Talk/Exhibition/Briefing*
- 5) *Labour Go Rural Area Programme 4.0 (Labor GRAP 4.0)*

1. Trainings/Courses

SWRO carried out various programmes as listed above to help foster awareness about aspects of occupational safety and health (OSH) in various industries, especially in the state of Sarawak. Among the programmes conducted include scheduled courses and internal programmes (in-house) for certification, competency, coaching, and also safety passport courses.



Kursus Pancutan Air Tekanan Tinggi (HPWJ) dijalankan secara bersemuka di premis pelanggan di negara Brunei Darussalam pada 16 – 18 Ogos 2023. Kursus ini dihadiri oleh seramai 10 orang peserta dari syarikat Ghatz Engineering Sdn. Bhd.
High Pressure Water Jet (HPWJ) course was conducted face-to-face at the customer's premises in Brunei Darussalam on 16 - 18 August 2023. This course was attended by a total of 10 participants from Ghatz Engineering Sdn. Bhd.



Kursus Disesuai - Kesedaran Pengudaraan Ekzos Setempat (LEVA) dijalankan secara bersemuka di Dynasty Hotel pada 6 April 2023. Seramai 40 orang peserta dari syarikat Avid Spectrum Sdn Bhd. menghadiri kursus ini.

Customised Course - Local Exhaust Ventilation Awareness (LEVA) conducted face-to-face at Dynasty Hotel on April 6, 2023. A total of 40 participants from Avid Spectrum Sdn Bhd. attended this course.

2. Khidmat Rundingan

SWRO juga telah menjalankan pelbagai khidmat rundingan KKP untuk pelbagai industri di Sarawak. Khidmat rundingan ini amat penting bagi memastikan organisasi- organisasi di Sarawak mengamalkan sistem KKP yang lebih efektif.

2. Consultancy Services

SWRO carried out various OSH consultancy services for various industries in Sarawak. This consultancy service is very important. It ensures that organisations in Sarawak adopt effective OSH systems.



Ceramah KKP di Pejabat Pegawai Wakil Tentera Laut (PWTL) Kuching.
OSH talk at the Navy Representative Officer's workplace in Kuching.

3. Mesyuarat/Kunjungan Hormat daripada Agensi Kerajaan dan Swasta.

SWRO juga telah bekerjasama dengan pelbagai agensi kerajaan dan swasta serta institusi latihan untuk meningkatkan aspek KKP di Sarawak. Ia dilaksanakan melalui kerjasama dengan Jawatankuasa Perhubungan Negeri (Jabatan/Agensi) di bawah Kementerian Sumber Manusia (KSM) Sarawak bagi memenuhi keperluan KSM serta menjayakan program yang dirancang.

3. Meetings/Courtesy Visits from Government and Private Agencies.

SWRO collaborated with various government and private agencies as well as training institutions to improve aspects of OSH in Sarawak. It is implemented through collaboration with the State Liaison Committee (Department/Agency) under the Ministry of Human Resources (KSM) of Sarawak to meet the needs of the KSM as well as to make a planned programme succeed.



Kunjungan hormat delegasi SWRO ke Sarawak Energy Berhad pada 13 Oktober 2023 serta perbincangan mengenai kajian semula modul Pasport Keselamatan Sarawak Energy (SESP).

Courtesy visit of SWRO delegation to Sarawak Energy Berhad on 13 October 2023 as well as a discussion on the review of the Sarawak Energy Safety Passport (SESP) module.



Gambar 8: Kunjungan hormat serta taklimat Petronas Saluran Paip Gas Sabah-Sarawak (SSGP) untuk ketua masyarakat dan ketua kaum Bintulu-Niah di Rumah Luhah, Jalan Pan Borneo Bintulu-Miri.

Image 8: Courtesy visit along with a Petronas Sabah-Sarawak Gas Pipeline (SSGP) briefing for community leaders and Bintulu-Niah tribal leaders at Rumah Luhah, Jalan Pan Borneo Bintulu-Miri.



Sambutan Hari Sedunia bagi KKP di Tempat Kerja Peringkat Negeri Sarawak 2023 dengan kerjasama Jabatan Bomba dan Penyelamat Sarawak pada 23 Mei 2023.

Celebration of World Occupational Safety and Health Day at the Workplace in Sarawak, a state level 2023 event in collaboration with Sarawak Fire and Rescue Department on 23 May 2023.



Kunjungan Hormat ke Jabatan Pengangkutan Sarawak serta mesyuarat bersama YB. Dato' Sri Lee Kim Shin, Menteri Pengangkutan Sarawak pada 26 September 2023.

Courtesy visit to Sarawak Transport Department and meeting with YB. Dato' Sri Lee Kim Shin, Minister of Transport Sarawak on 26 September 2023.

4. Jemputan Ceramah KKP/Pameran/Taklimat

SWRO turut menerima jemputan daripada pelbagai pihak berkepentingan bagi menjayakan pelbagai program untuk meningkatkan tahap kesedaran, pengetahuan, dan kemahiran KKP di Sarawak.

4. Invitation to OSH Talk/Exhibition/Briefing

SWRO received invitations from various stakeholders to implement and succeed various programmes in order to increase the level of OSH awareness, knowledge, and skills in Sarawak.



SWRO turut menyertai program Minggu Persidangan Kemuncak Penjanaaan Kuasa Tenaga di Sarawak 2023 anjuran Sarawak Energy Berhad.

SWRO participated in the Sarawak Energy Power Generation Summit Week in Sarawak 2023, a programme organised by Sarawak Energy Berhad.





Ceramah Kesedaran Keselamatan - Keselamatan Pengendalian Bahan Kimia pada 25 Ogos 2023.
Safety Awareness Talk - Chemical Handling Safety on 25 August 2023.



Program Seni Menggiatkan Kesihatan dan Ceramah Kesihatan Mental KKP di Tempat Kerja di Klinik Syazwani pada 5 Oktober 2023.

Art of Health Programme and OSH Talk on Mental Health in the Workplace at Syazwani Clinic on October 5, 2023.

5. Program Tenaga Buruh Ke Luar Bandar 4.0 (Labour GRAP 4.0)

SWRO mengadakan kerjasama dengan Jabatan Tenaga Sarawak serta pelbagai jabatan dan agensi di bawah KSM Sarawak untuk menjayakan program Tenaga Buruh Ke Luar Bandar (Labour Grap 4.0) bertempat di Rumah Bengau Nanga Sut, Kapit. Program ini turut diserikan dengan acara konvoi bersama Pengarah Tenaga Kerja Sarawak Tuan Awang Raduan Awang Omar. Para peserta turut terlibat dalam aktiviti gotong-royong, dan program pendidikan perburuhan bersama komuniti di Rumah Bengau Nanga Sut, Kapit.

5. Labour Go Rural Area Programme 4.0 (Labour GRAP 4.0)

SWRO collaborated with Sarawak Department of Energy as well as various departments and agencies under the Sarawak Ministry of Human Resources to organise the Labour Go Rural Area Programme (Labour GRAP 4.0) at Rumah Bengau Nanga Sut in Kapit. The programme was enriched by an accompanying convoy along with the Sarawak Manpower Director Tuan Awang Raduan Awang Omar. The participants were involved in community services and a labour education programme with the residents of Rumah Bengau Nanga Sut in Kapit.



Antara para peserta yang turut bersama-sama menjayakan Program Tenaga Buruh Ke Luar Bandar 4.0 pada 24-26 Ogos 2023.

Participants who joined the Labour Go Rural Area Programme 4.0 on 24-26 August 2023.





2023

LAPORAN TAHUNAN
ANNUAL REPORT

PROFIL
KORPORAT
CORPORATE PROFILE

LATAR BELAKANG

Institut Keselamatan dan Kesihatan Pekerjaan Negara (NIOSH) ditubuhkan sebagai syarikat berhad menurut jaminan pada 24 Jun 1992 di bawah Kementerian Sumber Manusia. Bermula dengan sebuah pejabat sementara di Pusat Bandar Damansara, NIOSH telah berpindah ke Bandar Baru Bangi pada tahun 1996.

Seiring dengan permintaan yang semakin meningkat, NIOSH meluaskan lagi perkhidmatannya melalui pembentukan pejabat wilayah di Sarawak, Sabah, Pulau Pinang, Johor dan Terengganu.

Inisiatif menubuhkan anak syarikat yang dikenali sebagai NIOSH Certification Sdn. Bhd. (NCSB) pada tahun 2004 bertujuan untuk meningkatkan budaya Keselamatan dan Kesihatan Pekerjaan (KKP) di Malaysia. NCSB menjalankan aktiviti persijilan bagi syarikat yang berjaya melaksanakan Sistem Pengurusan Keselamatan dan Kesihatan Pekerjaan (OSHMS) yang diiktiraf antarabangsa di samping menerima badan pensijilan yang lain.

NIOSH telah memperolehi pensijilan bagi Sistem Pengurusan Kualiti ISO 9001:2000 pada tahun 2003, ISO 9001:2008 pada tahun 2009 dan kemudiannya telah dinaiktaraf kepada ISO 9001:2015 pada tahun 2018. Pensijilan OHSAS 18001:2007 dan MS 1722:2011 telah diperolehi pada 1 Oktober 2012. Manakala Makmal Analisis Higen Industri NIOSH pula telah mendapat Akreditasi bagi pensijilan MS ISO/IEC 17025:2005 (ISO/IEC 17025:2005) pada tahun 2008.

BACKGROUND

The National Institute of Occupational Safety and Health (NIOSH) was established as a company limited by guarantee on 24 June 1992 under the Ministry of Human Resources, Malaysia. NIOSH began its operations from a temporary office located in Pusat Bandar Damansara, before moving to its current NIOSH headquarters in Bandar Baru Bangi in 1996.

As demand for occupational safety and health services increased, NIOSH expanded its services by establishing regional offices in Sarawak, Sabah, Penang, Johor and Terengganu.

In 2004, a subsidiary known as NIOSH Certification Sdn. Bhd. (NCSB) was established to enhance the Occupational Safety and Health (OSH) work ethics and culture in Malaysia. NCSB undertook certification programmes for companies that had successfully implemented the internationally recognised Occupational Safety and Health Management System (OSHMS) alongside having to achieve other relevant certifications.

NIOSH successfully obtained the certification for ISO Quality Management System 9001:2000 in 2003, ISO 9001:2008 in 2009, and was upgraded to ISO 9001:2015 in 2018. In addition, the organisation received the OHSAS 18001:2007 and MS 1722:2011 certifications on 1 October 2012. Meanwhile, the NIOSH Industrial Hygiene Analytical Lab was accredited with MS ISO/IEC 17025:2005 (ISO/IEC 17025:2005) in 2008.

FUNGSI DAN OBJEKTIF

Fungsi NIOSH adalah untuk memberikan latihan yang berkelayakan, khidmat rundingan, penyelidikan dan pembangunan secara professional, berkelayakan dan cekap serta menyebarkan maklumat dalam bidang keselamatan and kesihatan pekerjaan (KKP).

Objektif penubuhan NIOSH adalah:

- Menyumbang ke arah usaha meningkatkan tahap keselamatan dan kesihatan pekerjaan melalui pembangunan kurikulum dan program latihan untuk pekerja, majikan, dan mereka yang bertanggungjawab secara langsung atau sebaliknya terhadap keselamatan dan kesihatan pekerja.
- Membantu industri, perdagangan dan sektor-sektor lain dalam menyelesaikan masalah yang berkaitan dengan keselamatan dan kesihatan pekerjaan.
- Membantu mereka yang bertanggungjawab terhadap keselamatan dan kesihatan pekerjaan dengan maklumat yang terkini dari dalam dan luar negara dalam bidang keselamatan dan kesihatan pekerjaan.
- Mengendalikan penyelidikan jangka pendek dan jangka panjang dalam bidang-bidang yang berkaitan dengan keselamatan dan kesihatan pekerjaan yang boleh membawa faedah dan manfaat kepada negara.
- Menyebarkan maklumat hasil dari penyelidikan dan juga menjadi pusat rujukan di dalam bidang keselamatan dan kesihatan pekerjaan.

FUNCTIONS AND OBJECTIVES

The function of NIOSH is to provide qualified training, consultancy, research and development that is professional, qualified and efficient, and dissemination of information on Occupational Safety and Health (OSH) on a professional level.

The objectives of establishing NIOSH are:

- *To contribute toward the effort to increase the level of Occupational Safety and Health (OSH) at the workplace by developing curriculum and training programmes for both employers and employees, and for those responsible for OSH at the workplace through direct or indirect auxiliary roles.*
- *To assist the industry and commercial sector, and other sectors in resolving OSH-related problems.*
- *To assist those responsible for OSH by providing them with updated OSH information coming from domestic and offshore sources.*
- *To undertake short-term and long-term research in fields related to OSH that would be resourceful and beneficial to the nation.*
- *To publish and disseminate information from research findings, and to become the centre for research and referencing in the field of OSH.*

DIREKTORI PEJABAT NIOSH DI MALAYSIA

DIRECTORY OF NIOSH OFFICES IN MALAYSIA



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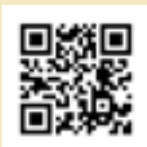
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Isnin hingga Khamis / Monday to Thursday
8.00AM - 5.00PM

Jumaat / Friday
8.00AM - 12.15PM


Tutup pada hari Sabtu, Ahad dan cuti umum (Selangor)
Closed on Saturday, Sunday and public holidays (Selangor)





KEMENTERIAN SUMBER MANUSIA



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