



KEMENTERIAN SUMBER MANUSIA



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

MEMACU KECEMERLANGAN *STRIVING FOR EXCELLENCE*

LAPORAN TAHUNAN
ANNUAL REPORT

2025



RASIONAL MUKA DEPAN COVER DESIGN'S RATIONALE

MEMACU KECEMERLANGAN

Reka bentuk muka depan Laporan Tahunan NIOSH 2025 menampilkan visual yang moden, dinamik dan progresif, selari dengan aspirasi organisasi untuk terus memacu kecemerlangan dalam bidang keselamatan dan kesihatan pekerjaan (KKP).

Penggunaan warna biru sebagai ton utama melambangkan profesionalisme, kepercayaan dan kestabilan, mencerminkan peranan NIOSH sebagai institusi rujukan utama dalam KKP. Perubahan tona warna pula menggambarkan perjalanan berterusan ke arah penambahbaikan dan kecemerlangan.

Elemen garisan menaik dan anak panah ke atas melambangkan pertumbuhan, kemajuan dan hala tuju yang jelas, sejajar dengan tema "Memacu Kecemerlangan". Corak visual yang dinamik turut mencerminkan persekitaran kerja yang sentiasa berkembang serta adaptasi terhadap teknologi dan perubahan industri.

Kesan elemen digital dan latar moden memperkukuh imej organisasi yang progresif, berinovasi dan berorientasikan masa hadapan.

Secara keseluruhannya, reka bentuk ini menggambarkan NIOSH sebagai organisasi yang stabil, berwibawa dan sentiasa bergerak ke hadapan dalam memperkukuh kecemerlangan penyampaian perkhidmatan KKP.



STRIVING FOR EXCELLENCE

The cover design of the NIOSH Annual Report 2025 adopts a modern, dynamic and progressive visual approach, reflecting the organisation's aspiration to continuously strive for excellence in occupational safety and health (OSH).

The use of blue as the dominant colour symbolises professionalism, trust and stability, reinforcing NIOSH's role as a leading reference institution in OSH. The gradient effect further represents a continuous journey towards improvement and excellence.

The inclusion of upward lines and directional arrows signifies growth, progress and a clear forward trajectory, aligning directly with the theme "Striving for Excellence". The dynamic visual patterns also reflect an evolving work environment, highlighting adaptability to technological advancements and industry transformation.

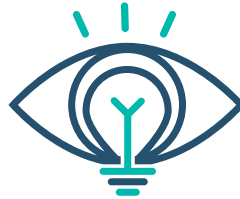
Subtle digital elements and a contemporary background enhance the overall visual identity, portraying NIOSH as a progressive, innovative and future-ready organisation.

Overall, the design presents NIOSH as a credible and forward-looking institution, committed to strengthening excellence in the delivery of occupational safety and health initiatives.



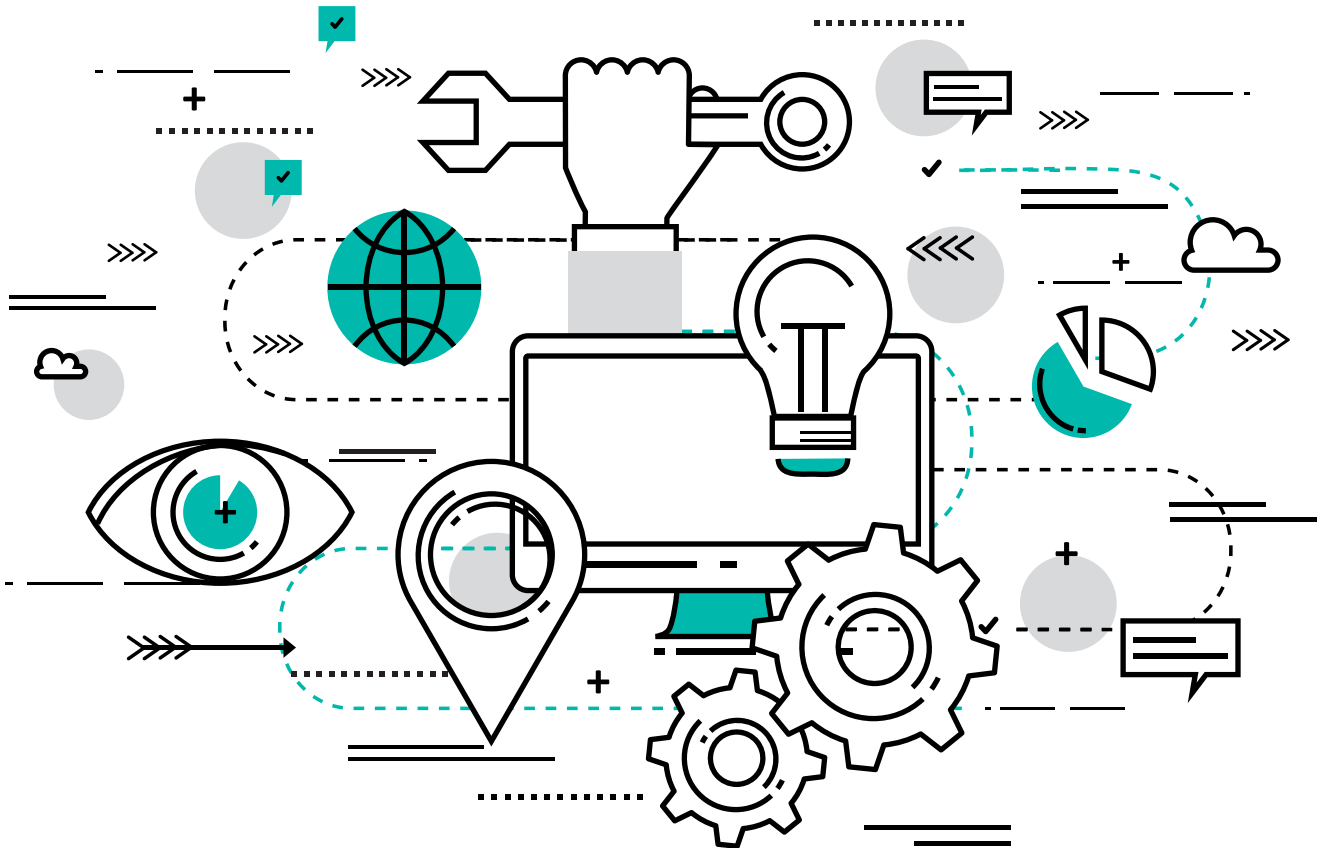
VISI VISION

**Menjadi pusat kecemerlangan
Keselamatan dan Kesihatan Pekerjaan
terunggul di Malaysia**
*To be a leading centre of excellence in
Occupational Safety and Health in Malaysia*



MISI MISSION

**Menyediakan penyelesaian yang
praktikal dalam bidang Keselamatan dan
Kesihatan Pekerjaan**
*To provide practical solutions in the field of
Occupational Safety and Health.*





KEMENTERIAN SUMBER MANUSIA



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National Institute of Occupational Safety and Health (NIOSH)

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PENCAPAIAN NIOSH 2025 ACHIEVEMENTS

Program Latihan
Training Programmes



11,304

Program / Programmes

Peserta program
Participants



211,820

Orang / Persons

Calon peperiksaan
Examination candidates



220,965

Orang / Persons

Peperiksaan
Examinations



11,642

Sesi / Sessions

Penyebaran Maklumat
Information Dissemination



492

Aktiviti / Activities

Tenaga Pengajar
Trainers



1,103

Orang / Persons

Khidmat rundingan
Consultation services



389

Projek / Projects

Projek Penyelidikan
Bawah MaRINA 2.0
*Research Projects
Under MaRINA 2.0*

29

Projek / Projects

Seminar
Seminars

39

Sesi / Sessions

Modul Latihan Baru
*New Training
Modules*

5

Modul / Modules

Projek Dibentangkan
*Projects Tabled &
Completed*

4

Projek / Projects

NILAI-NILAI KORPORAT

CORPORATE VALUES

01 INTEGRITI

Integrity

Berpegang teguh kepada nilai moral dan kejujuran yang tinggi.
Adhering to the highest standard of moral values and honesty.

02 PROFESIONALISME

Professionalism

Kompeten dalam bidang yang dipertanggungjawabkan dan melaksanakan tugas dengan cara yang berkualiti dan berkesan.
Competent in the respective fields and perform tasks in a quality and effective manner.

03 HORMAT

Respect

Menghormati setiap individu dalam sebarang urusan.
Respect to every individual in every interaction.

04 INOVATIF

Innovative

Sentiasa mencari idea baru untuk memperbaiki sistem penyampaian.
Always looking for new ideas to improve the delivery system.

05 BEKERJASAMA

Cooperate

Semua pihak perlu bekerjasama dengan penuh kepercayaan bagi mencapai matlamat.
All parties must work together in good faith to achieve the goal.

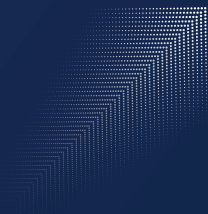
...Kerajaan Malaysia melalui Kementerian Sumber Manusia (KESUMA) kekal komited untuk memperkukuh dasar, perundangan serta ekosistem KKP negara agar sentiasa relevan, progresif dan responsif terhadap perubahan semasa...

...The Government, through the Ministry of Human Resources (KESUMA), remains steadfast in its commitment to strengthening policies, legislative frameworks and the national OSH ecosystem to ensure that they remain relevant, progressive and responsive to both current and emerging challenges...

YB DATO' SRI RAMANAN RAMAKRISHNAN
MENTERI SUMBER MANUSIA

MINISTER OF HUMAN RESOURCES

Institut Keselamatan dan Kesihatan Pekerjaan Negara (NIOSH)
National Institute of Occupational Safety and Health (NIOSH)



PERUTUSAN KHAS
MENTERI SUMBER MANUSIA
SPECIAL MESSAGE FROM THE MINISTER
OF HUMAN RESOURCES

PERUTUSAN KHAS MENTERI SUMBER MANUSIA

SPECIAL MESSAGE MESSAGE FROM THE MINISTER OF HUMAN RESOURCES

Salam Sejahtera dan Salam Malaysia Madani
Warm Greetings and Salam Malaysia MADANI,

Tahun 2025 menandakan satu lagi detik penting dalam usaha berterusan Malaysia memperkukuh agenda keselamatan dan kesihatan pekerjaan (KKP) sebagai tunjang kepada pembangunan negara yang mampan, inklusif dan berdaya tahan.

Dalam persekitaran global yang semakin mencabar serta turut dipengaruhi oleh ketidaktentuan geopolitik, keutamaan terhadap KKP menjadi semakin kritikal dalam memastikan kesejahteraan tenaga kerja sentiasa terpelihara.

Kerajaan Malaysia melalui Kementerian Sumber Manusia (KESUMA) kekal komited untuk memperkukuh dasar, perundangan serta ekosistem KKP negara agar sentiasa relevan, progresif dan responsif terhadap perubahan semasa. Pendekatan ini selari dengan aspirasi Malaysia MADANI yang menekankan kesejahteraan rakyat, pembangunan modal insan serta kemampanan ekonomi sebagai asas kemajuan negara yang holistik.

Dalam konteks ini, Institut Keselamatan dan Kesihatan Pekerjaan Negara (NIOSH) terus memainkan peranan yang signifikan sebagai agensi peneraju KESUMA dalam pembangunan kapasiti, penyelidikan serta penyebaran ilmu KKP. Keupayaan NIOSH untuk menyesuaikan pendekatan dengan keperluan industri, di samping memperkukuh jaringan kerjasama strategik di peringkat nasional dan antarabangsa, memperkukuhkan lagi kedudukannya sebagai institusi rujukan utama dalam bidang ini.

Penganjuran program berskala serantau seperti ASEAN Safety and Health Workers Summit 2025 oleh NIOSH turut mencerminkan komitmen Malaysia dalam menerajui

agenda KKP di peringkat ASEAN. Inisiatif ini bukan sahaja memperkukuh kerjasama serantau, malah membuka ruang kepada perkongsian kepakaran, inovasi serta amalan terbaik dalam menangani cabaran baharu di tempat kerja.

Seiring dengan perkembangan pesat teknologi, termasuk kecerdasan buatan (AI) dan pendigitalan, pendekatan terhadap KKP juga perlu melalui transformasi yang lebih menyeluruh dan strategik. Integrasi teknologi dalam pengurusan risiko, latihan serta pemantauan keselamatan membuka dimensi baharu dalam meningkatkan keberkesanan intervensi KKP, sekali gus menyumbang kepada peningkatan produktiviti dan daya saing negara.

Tema "Memacu Kecemerlangan" yang diketengahkan dalam Laporan Tahunan NIOSH 2025 ini amat bertepatan kerana ia mencerminkan iltizam berterusan Kerajaan MADANI untuk memperkukuh standard, meningkatkan kualiti penyampaian serta memperluas impak perkhidmatan KKP di seluruh negara. Ia menuntut komitmen kolektif seluruh warga kerja dan pemegang taruh untuk bergerak seiring dalam mencapai tahap kecemerlangan yang lebih tinggi.

Saya yakin bahawa dengan kepimpinan yang berwibawa, komitmen yang berterusan serta sokongan padu semua pihak, NIOSH berupaya untuk terus memperkukuh kedudukannya sebagai peneraju KKP di peringkat serantau dan antarabangsa. Akhir kata, saya merakamkan setinggi-tinggi penghargaan kepada seluruh warga NIOSH atas dedikasi dan usaha berterusan dalam memartabatkan agenda KKP negara dan di peringkat antarabangsa.



**YB DATO' SRI RAMANAN
RAMAKRISHNAN
MENTERI SUMBER MANUSIA
MINISTER OF HUMAN RESOURCES**

Institut Keselamatan dan Kesihatan Pekerjaan Negara (NIOSH)
National Institute of Occupational Safety and Health (NIOSH)

The year 2025 marks a significant milestone in Malaysia's continued efforts to strengthen the occupational safety and health (OSH) agenda as a fundamental pillar of sustainable, inclusive and resilient national development. In an increasingly complex global landscape, which is also shaped by geopolitical uncertainties, the prioritisation of OSH has become ever more critical in safeguarding the well-being of the workforce.

The Government, through the Ministry of Human Resources (KESUMA), remains steadfast in its commitment to strengthening policies, legislative frameworks and the national OSH ecosystem to ensure that they remain relevant, progressive and responsive to both current and emerging challenges. This approach is aligned with the aspirations of Malaysia MADANI, which emphasise the well-being of the people, human capital development, and economic sustainability as the foundation of holistic national progress.

In this context, the National Institute of Occupational Safety and Health (NIOSH) continues to play a pivotal role as a leading institution in capacity building, research and the dissemination of OSH knowledge. NIOSH's ability to adapt to evolving industry needs, while strengthening strategic collaborations at both national and international levels, further reinforces its position as a key reference institution in this field.

The successful organisation of international initiatives such as the ASEAN Safety and Health Workers Summit 2025 by NIOSH further reflects Malaysia's commitment to advancing

the OSH agenda at the ASEAN level. Such initiatives not only strengthen regional cooperation but also provide a platform for the exchange of expertise, innovation and best practices in addressing emerging workplace challenges.

In tandem with the rapid advancement of technology, including artificial intelligence (AI) and digitalisation, approaches to OSH must undergo comprehensive and strategic transformation. The integration of technology into risk management, training and safety monitoring presents new opportunities to enhance the effectiveness of OSH interventions, thereby contributing to improved productivity and national competitiveness.

The theme "Striving for Excellence" for the NIOSH Annual Report 2025 is timely as it reflects a sustained commitment to strengthening standards, enhancing the quality of service delivery and expanding the impact of OSH initiatives. It calls for a collective effort among all stakeholders to move forward in unison towards achieving higher levels of excellence.

I am confident that, through strong leadership, sustained commitment and the unwavering support of all stakeholders, Malaysia will continue to strengthen its position as a regional and global leader in OSH.

In closing, I wish to extend my sincere appreciation to all NIOSH personnel for their dedication and continued efforts in advancing the nation's OSH agenda locally and abroad.

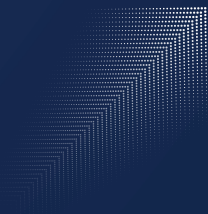
...perkembangan landskap pekerjaan hari ini turut meningkatkan risiko dan liabiliti, khususnya dengan kemunculan model pekerjaan baharu, penggunaan teknologi serta jangkaan pematuhan yang semakin tinggi...

...the evolving world of work has also given rise to increased risks and liabilities, particularly with the emergence of new employment models, the adoption of technology and growing expectations for compliance.

YB CHONG CHIENG JEN

Pengerusi / *Chairman*

Institut Keselamatan dan Kesihatan Pekerjaan Negara (NIOSH)
National Institute of Occupational Safety and Health (NIOSH)



MESEJ PENERUSI NIOSH
MESSAGE FROM
THE CHAIRMAN OF NIOSH

MESEJ PENGERUSI NIOSH

MESSAGE FROM THE CHAIRMAN OF NIOSH

Salam Sejahtera dan Salam Malaysia Madani

Warm Greetings and Salam Malaysia MADANI,

Tema “Memacu Kecemerlangan” untuk Laporan Tahunan NIOSH 2025 mencerminkan keperluan untuk memperkukuh standard institusi serta memastikan setiap aspek keselamatan dan kesihatan pekerjaan (KKP) negara dilaksanakan dengan tahap kebertanggungjawaban yang tinggi. Dalam konteks ini, kecemerlangan bukan sekadar aspirasi, tetapi satu keperluan yang menuntut disiplin, konsistensi dan ketelusan dalam pelaksanaan.

Perkembangan landskap pekerjaan hari ini turut meningkatkan risiko dan liabiliti, khususnya dengan kemunculan model pekerjaan baharu, penggunaan teknologi serta jangkaan pematuhan yang semakin tinggi. Oleh itu, pendekatan KKP perlu dilihat bukan hanya dari sudut operasi, tetapi sebagai satu kerangka pengurusan risiko yang memerlukan visi dan misi yang jelas mengenai peranan, tanggungjawab dan akauntabiliti di semua peringkat.

Justeru, penguatkuasaan Akta Keselamatan dan Kesihatan Pekerjaan (Pindaan) 2022 mulai 1 Jun 2024 perlu dilihat sebagai usaha pihak berkuasa untuk memperkukuh lagi asas perundangan dalam memastikan perlindungan pekerja dilaksanakan secara lebih menyeluruh. Pindaan ini memberi penekanan kepada tanggungjawab bersama semua pihak berkepentingan, sekali gus meningkatkan keperluan terhadap pematuhan yang lebih sistematik dan berkesan.

Dalam hal ini, NIOSH memainkan peranan penting dalam menyokong pelaksanaan akta ini melalui pembangunan kompetensi, penyediaan kepakaran teknikal serta pemerksaan amalan terbaik dalam industri sepanjang tahun 2025.

Sebagai sebuah institusi strategik di bawah Kementerian Sumber Manusia (KESUMA), NIOSH perlu terus memastikan peranannya kekal relevan melalui pendekatan yang berasaskan bukti, berstruktur dan berimpak. Ini termasuk memperkukuh fungsi penyelidikan, meningkatkan kualiti penyampaian perkhidmatan serta memastikan setiap inisiatif yang dilaksanakan memberikan nilai tambah yang jelas kepada pemegang taruh.

Selain itu, penekanan terhadap tadbir urus yang baik, integriti dan ketelusan merupakan asas kepada kepercayaan terhadap institusi. Keupayaan untuk melaksanakan mandat dengan cekap dan berakauntabiliti tinggi ini akan menentukan keupayaan NIOSH untuk terus kekal sebagai institusi rujukan utama dalam bidang KKP.

Saya yakin bahawa dengan pendekatan yang lebih berfokus serta komitmen berterusan KESUMA, Lembaga Pengarah dan seluruh warga kerja NIOSH, Malaysia akan terus memacu kecemerlangan dan memperkukuh peranannya dalam menyokong pembangunan sistem KKP yang mampan, bukan sahaja di dalam negara tetapi juga di peringkat global.

Di kesempatan ini, saya ingin merakamkan penghargaan kepada semua pihak yang telah menyumbang kepada pencapaian NIOSH sepanjang tahun 2025. Kejayaan ini perlu terus diperkukuh melalui usaha yang konsisten dan berterusan pada masa hadapan.



YB CHONG CHIENG JEN

Pengerusi / **Chairman**

Institut Keselamatan dan Kesihatan Pekerjaan Negara (NIOSH)
National Institute of Occupational Safety and Health (NIOSH)

The theme “Driving Excellence” reflects the needs to strengthen institutional standards and to ensure that every aspect of occupational safety and health (OSH) in the country is implemented with a high level of accountability. In this context, excellence is not merely an aspiration, but a necessity that demands discipline, consistency and transparency in execution.

The evolving world of work has also given rise to increased risks and liabilities, particularly with the emergence of new employment models, the adoption of technology and growing expectations for compliance. As such, OSH must be viewed not solely from an operational perspective, but as a comprehensive risk management framework requiring a clear vision and direction with respect to roles, responsibilities and accountability at all levels.

The enforcement of the Occupational Safety and Health (Amendment) Act 2022 from 1st of June 2024 should be regarded as a concerted effort by the authorities to further strengthen the legislative foundation for ensuring more comprehensive protection for workers. The amendment places greater emphasis on the shared responsibility of all stakeholders, thereby increasing the need for more systematic and effective compliance.

In this regard, NIOSH plays a vital role in supporting the implementation of the Act through competency development, the provision of technical expertise and the advancement of best practices across industry throughout the year 2025.

As a strategic institution under the Ministry of Human Resources (KESUMA), NIOSH must continue to ensure that its role remains relevant through approaches that are evidence-based, structured and impactful. This includes strengthening its research functions, enhancing the quality of service delivery and ensuring that all initiatives undertaken deliver clear value to stakeholders.

In addition, an emphasis on good governance, integrity and transparency forms the foundation of institutional trust. The ability to carry out its mandate efficiently and with a high degree of accountability will determine NIOSH’s ability to remain a leading reference institution in the field of OSH.

I am confident that a more focused approach and continued commitment of KESUMA and NIOSH Board of Directors and all its personnel, Malaysia will continue to drive excellence and strengthen its role in supporting the development of a more effective and sustainable OSH system locally and globally.

I would like to take this opportunity to express my appreciation to all parties who have contributed to NIOSH’s achievements throughout 2025. These accomplishments must be reinforced through consistent and sustained efforts in the years ahead.

...berteraskan tema "Memacu Kecemerlangan", Laporan Tahunan NIOSH 2025 membawa kita menelusuri kejayaan NIOSH memperkukuh KKP negara melalui pendekatan yang lebih strategik, inovatif dan berorientasikan impak...

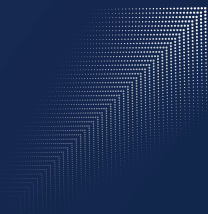
...guided by the theme "Striving for Excellence", the NIOSH Annual Report 2025 provides a comprehensive account of the organisation's progress in strengthening national OSH through more strategic, innovative and impact-driven approaches...

DATO' HAJI AYOP SALLEH

Pengarah Eksekutif / Executive Director

Institut Keselamatan dan Kesihatan Pekerjaan Negara (NIOSH)

National Institute of Occupational Safety and Health (NIOSH)



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

MESEJ PENGARAH EKSEKUTIF NIOSH

MESSAGE FROM THE EXECUTIVE DIRECTOR OF NIOSH

Assalamualaikum WBT dan Salam Sejahtera.
Assalamualaikum WBT and Warm Greetings,

Prestasi dan pencapaian memberangsangkan sepanjang tahun 2025 mencerminkan keupayaan NIOSH untuk terus melaksanakan mandatnya secara berkesan dalam persekitaran yang semakin mencabar termasuk perubahan dari sudut geopolitik.

Tumpuan yang diberikan kepada penyampaian perkhidmatan yang berkualiti, berimpak dan berasaskan keperluan industri membolehkan NIOSH berdiri kukuh bagi meneruskan agenda yang ditetapkan Kementerian Sumber Manusia (KESUMA) untuk meningkatkan tahap keselamatan dan kesihatan pekerjaan (KKP) di peringkat nasional dan serantau.

Secara keseluruhannya, hampir kesemua aktiviti teras berjaya mencapai dan melepasi sasaran yang ditetapkan sepanjang tahun 2025. Bagi kategori latihan, NIOSH telah melaksanakan 11,304 program dengan penyertaan 211,820 peserta, melebihi sasaran yang ditetapkan. Sebanyak 11,642 peperiksaan juga telah dikendalikan melibatkan 220,965 calon, manakala 601 aktiviti penyebaran maklumat turut berjaya dilaksanakan dan kesemuanya melepasi sasaran tahunan.

Bagi perkhidmatan konsultansi pula, sebanyak 654 aktiviti telah dilaksanakan berbanding sasaran 751. Di bawah program pembangunan penyelidikan lima tahun (2021-2025) yang dikenali sebagai The Malaysia Research Initiative for National Agenda 2.0 (MaRINA 2.0), sejumlah 29 projek penyelidikan berjaya dilaksanakan manakala perbincangan mengenai halatuju MaRINA 3.0 turut dibuat ketika berlangsungnya program ASEAN Safety and Health Workers Summit 2025 (ASEAN OSH Summit 2025).

Kejayaan penganjuran ASEAN OSH Summit 2025 amat signifikan kerana ia merupakan inisiatif KESUMA menerusi NIOSH untuk menyokong Kepengerusian ASEAN-Malaysia

2025, dengan penglibatan lebih 3,000 peserta dan pelawat tempatan serta luar negara. Pembukaan Pejabat Perhubungan ASEAN Occupational Safety and Health Research Institute (AOSHRI) di Ibu Pejabat NIOSH turut memperkukuh jaringan kerjasama penyelidikan, perkongsian pengetahuan serta pembangunan kapasiti antara negara anggota.

Bagi menyokong usaha Kerajaan MADANI menyantuni golongan yang memerlukan sokongan, NIOSH turut menawarkan latihan secara percuma kepada 10,000 peserta daripada Perusahaan Mikro, Kecil dan Sederhana (PMKS) di bawah Program OSH-C MADANI. Kursus ini merupakan inisiatif strategik bagi membantu PMKS mematuhi keperluan undang-undang di bawah Akta Keselamatan dan Kesihatan Pekerjaan (Pindaan) 2022.

Berteraskan tema “Memacu Kecemerlangan”, Laporan Tahunan NIOSH 2025 membawa kita menelusuri kejayaan NIOSH memperkukuh KKP negara melalui pendekatan yang lebih strategik, inovatif dan berorientasikan impak.

Saya ingin merakamkan setinggi-tinggi penghargaan kepada KESUMA, Ahli Lembaga Pengarah NIOSH serta agensi-agensi di bawah KESUMA atas sokongan berterusan terhadap usaha NIOSH memperkukuh agenda KKP negara. Penghargaan juga ditujukan kepada seluruh warga NIOSH atas sumbangan serta usaha yang gigih, berdedikasi dan profesional bagi menyempurnakan amanah yang telah diberikan.

Kejayaan yang dicapai merupakan hasil usaha kolektif semua pihak dan akan terus menjadi pemangkin kepada pencapaian yang lebih cemerlang pada masa hadapan.



DATO' HAJI AYOP SALLEH

Pengarah Eksekutif / *Executive Director*

Institut Keselamatan dan Kesihatan Pekerjaan Negara (NIOSH)
National Institute of Occupational Safety and Health (NIOSH)

The strong performance and achievements recorded throughout 2025 reflect NIOSH's continued ability to effectively fulfil its mandate in an increasingly challenging environment, including shifts in the geopolitical landscape.

The emphasis placed on delivering high-quality, impactful and industry-driven services has enabled NIOSH to remain resilient in advancing the agenda set by the Ministry of Human Resources (KESUMA) to enhance occupational safety and health (OSH) at both national and regional levels.

Overall, nearly all core activities successfully achieved and exceeded their respective targets in 2025. In the area of training, NIOSH conducted 11,304 programmes with the participation of 211,820 attendees, surpassing the targets set. A total of 11,642 examinations were also conducted, involving 220,965 candidates, while 601 information dissemination activities were successfully carried out, each exceeding their annual targets.

For consultancy services, a total of 654 activities were implemented against a target of 751. Under the five-year research development programme (2021–2025), known as the Malaysia Research Initiative for National Agenda 2.0 (MaRINA 2.0), 29 research projects were successfully carried out. Discussions on the future direction of MaRINA 3.0 were also held during the ASEAN Safety and Health Workers Summit 2025 (ASEAN OSH Summit 2025).

The successful organisation of the ASEAN OSH Summit 2025 is highly significant, as it represents an initiative by KESUMA and NIOSH in support of ASEAN-Malaysia Chairmanship 2025, with the participation of more than 3,000 local and

international participants and visitors. The official opening of the ASEAN Occupational Safety and Health Research Institutes (AOSHRI) Liaison Office at the NIOSH Headquarters further strengthened research collaboration, knowledge sharin, and capacity development among member states.

In support of the MADANI Government's efforts to uplift and assist those in need, NIOSH also offered free training to 10,000 participants from Micro, Small and Medium Enterprises (MSMEs) under the OSH-C MADANI Programme. This initiative serves as a strategic effort to assist MSMEs in complying with legal requirements under the Occupational Safety and Health (Amendment) Act 2022.

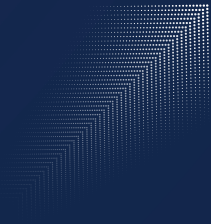
Guided by the theme "Striving for Excellence", the NIOSH Annual Report 2025 provides a comprehensive account of the organisation's progress in strengthening national OSH through more strategic, innovative and impact-driven approaches.

I would like to extend my highest appreciation to KESUMA, NIOSH Board of Directors and all agencies under KESUMA for their continued support in strengthening the national OSH agenda. My sincere appreciation is also extended to all NIOSH personnel for their contributions, diligence, dedication and professionalism in fulfilling the responsibilities entrusted to them.

NIOSH's achievements are the result of collective efforts by all parties and they will serve as a catalyst for even greater accomplishments in the future.

SOROTAN KHAS 2025

SPECIAL HIGHLIGHTS 2025



SOROTAN KHAS 2025

SPECIAL HIGHLIGHTS 2025

1. ASEAN OSH Summit 2025

Kejayaan NIOSH menganjurkan program ASEAN Safety and Health Workers Summit 2025 (ASEAN OSH Summit 2025) pada 4 dan 5 Ogos 2025 amat signifikan kerana ia merupakan inisiatif yang diambil KESUMA dan NIOSH untuk menyokong Kepengerusian ASEAN-Malaysia 2025. Program ini telah menghimpunkan lebih 3,000 pengamal KKP serta pakar dari peringkat serantau dan antarabangsa.

Ia melibatkan pelbagai program utama seperti Conference and Exhibition on OSH 2025 (COSH 2025), NIOSH International Standards Seminar 2025 (NISS 2025), Mesyuarat Eksekutif Asian Occupational Safety and Health Research Institute (AOSHRI), Malaysia Research Initiative for National Agenda 3.0 (MaRINA 3.0) Workshop serta ASEAN++ Workshop and Technical Visit.

The organisation of the ASEAN Safety and Health Workers Summit 2025 (ASEAN OSH Summit 2025) represents a significant achievement by NIOSH in supporting Malaysia's ASEAN Chairmanship in 2025. The event brought together more than 3,000 occupational safety and health (OSH) practitioners, as well as experts from across the region and the international community.

It includes several key programmes, including the Conference and Exhibition on Occupational Safety and Health 2025 (COSH 2025), NIOSH International Standards Seminar 2025 (NISS 2025), the Asian Occupational Safety and Health Research Institutes (AOSHRI) Executive Meeting, the Malaysia Research Initiative for National Agenda 3.0 (MaRINA 3.0) Workshop, as well as the ASEAN++ Workshop and Technical Visit.







2. Perasmian Pejabat Perhubungan AOSHRI Official Opening of the AOSHRI Liaison Office

Pembukaan secara rasmi Pejabat Perhubungan ASEAN Occupational Safety and Health Research Institute (AOSHRI) di Ibu Pejabat NIOSH, Bandar Baru Bangi pada 6 Ogos 2025 menandakan langkah strategik dalam memperkukuh peranan Malaysia sebagai hab penyelidikan KKP serantau.

Kewujudan pejabat ini memperluas jaringan kerjasama antara institusi penyelidikan, menyokong perkongsian data, pembangunan kapasiti serta penghasilan dasar berasaskan bukti dalam kalangan negara anggota ASEAN.

The official opening of the ASEAN Occupational Safety and Health Research Institutes (AOSHRI) Liaison Office at the NIOSH Headquarters in Bandar Baru Bangi on 6 August 2025 marks a strategic milestone in strengthening Malaysia's role as a regional hub for occupational safety and health (OSH) research.

The establishment of this office expands collaborative networks among research institutions, supports data sharing, capacity development, and the formulation of evidence-based policies among ASEAN member states.



3. Anugerah Emas IKM *IKM Gold Award*

Makmal Chemical Hazardous to Health (CHL) NIOSH menerima anugerah berprestij Institut Kimia Malaysia (IKM) iaitu IKM Laboratory Excellence Gold Award di Majlis Makan Malam Gala IKM Ke-54 dan Penyampaian Anugerah pada 6 Disember 2025.

Anugerah tersebut diterima oleh CHL apabila ia mengekalkan kejayaannya menerima anugerah IKM Laboratory Excellence Award untuk tahun ke-15 dan pencapaian ini mencerminkan kecemerlangan berterusan perkhidmatan makmal-makmal milik NIOSH.

The Chemical Hazardous to Health (CHL) Laboratory of NIOSH received the prestigious IKM Laboratory Excellence Gold Award from the Malaysian Institute of Chemistry (IKM) at the 54th IKM Gala Dinner and Awards Presentation Ceremony held on 6 December 2025.

The award was conferred upon CHL in recognition of its continued achievement in receiving the IKM Laboratory Excellence Award for the 15th consecutive year, reflecting the sustained excellence of NIOSH's laboratory services.





4. Program OSH-C MADANI *OSH-C MADANI Programme*

Seramai 10,000 peserta daripada Perusahaan Mikro, Kecil dan Sederhana (PMKS) ditawarkan kursus Penyelaras Keselamatan dan Kesihatan Pekerjaan (OSH-Coordinator) secara percuma melalui pelaksanaan Program OSH-C MADANI sepanjang tahun 2025.

Inisiatif strategik ini menyokong agenda Kerajaan MADANI dalam memperkasakan PMKS, di samping meningkatkan tahap kesedaran, kompetensi serta pematuhan terhadap keperluan perundangan di bawah Akta Keselamatan dan Kesihatan Pekerjaan (Pindaan) 2022, sekali gus memperkukuh budaya kerja selamat dan sihat.

A total of 10,000 participants from Micro, Small and Medium Enterprises (MSMEs) were offered the Occupational Safety and Health Coordinator (OSH Coordinator) course free of charge under the OSH-C MADANI Programme throughout 2025.

This strategic initiative supports the MADANI Government's agenda in empowering MSMEs, while enhancing awareness, competency and compliance with the requirements of the Occupational Safety and Health (Amendment) Act 2022, thereby strengthening a safe and healthy working culture.

5. Program Pensijilan Profesional Graduan TVET (B40) *TVET Graduate Professional Certification Programme (B40)*

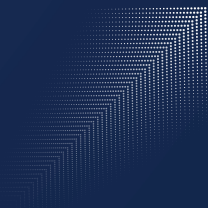
Seramai 100 graduan TVET daripada golongan B40 telah berjaya dilatih melalui Program Pensijilan Profesional Graduan TVET (B40) atau PROTEGE, satu inisiatif strategik dalam memperkukuh pembangunan modal insan dan meningkatkan kebolehpasaran graduan.

Dilaksanakan dengan sokongan Kementerian Pembangunan Usahawan dan Koperasi (KUSKOP) melalui Institut Keusahawanan Negara Berhad (INSKEN), program yang berlangsung dari 8 Ogos hingga 11 September 2025 menyediakan latihan profesional seperti NTSP, OGSP, CSPS-AR dan OSH-C, sekali gus meningkatkan kompetensi serta membuka peluang kerjaya dalam bidang keselamatan dan kesihatan pekerjaan (KKP).

A total of 100 TVET graduates from the B40 group were successfully trained under the TVET Graduate Professional Certification Programme (B40) or PROTEGE, a strategic initiative aimed at strengthening human capital development and enhancing graduate employability.

Implemented with the support of the Ministry of Entrepreneur Development and Cooperatives (KUSKOP) through Institut Keusahawanan Negara Berhad (INSKEN), the programme that was held from: 8 August to 11 September 2025 provided professional training in NTSP, OGSP, CSPS-AR and OSH-C, thereby enhancing competencies and creating career opportunities in the field of OSH.





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

LEMBAGA PENGARAH NIOSH

BOARD OF DIRECTORS



YB Chong Chieng Jen
Pengerusi
Chairman

Tuan Manivanan Gowin
Naib Pengerusi
Vice Chairman

Dato' Haji Ayop bin Salleh
Pengarah Eksekutif
Executive Director

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



Dato' Mohd Nazri bin Abdul Rafar
Pengarah
Director

Encik Ahmad Irfan bin Hani
Pengarah
sehingga 18 Jun 2025
Director
until 18 June 2025

Encik Geh Chou Lee
Pengarah
bermula 25 September 2025
Director
commenced on 25
September 2025

Dr. Sharudin bin Shari
Pengarah
Director



**Ir. Haji Mohd Hatta
bin Zakaria**
Pengarah
Director



**Puan Norzawati Amali
binti Alias**
Pengarah
sehingga 8 September 2025
Director
until 8 September 2025



Dr. Norlen bin Mohamed
Pengarah
Director



**Encik Shahri bin Ahmad
Shahrudin**
Pengarah
Director



**Prof. Ts. Dr.
Shamsul Bahari bin
Shamsudin**
Pengarah
Director



**Prof. Ts. Dr.
Abdul Mutalib bin Leman**
Pengarah
Director



**Datuk Abu Bakar Hanfi
bin Abdul Mannan**
Pengarah
Director



**Mejar Anuar bin
Mohd Tajuddin (B)**
Pengarah
Director

SENARAI JAWATANKUASA DAN AHLI

LIST OF COMMITTEES AND MEMBERS

JAWATANKUASA PENGURUSAN MODAL INSAN HUMAN CAPITAL MANAGEMENT

- ◆ Ir. Haji Mohd Hatta bin Zakaria
(Pengerusi / *Chairman*)
- ◆ Dato' Haji Ayop bin Salleh
- ◆ Mejar Haji Hanif bin Maidin (B)
- ◆ Prof. Ts. Dr. Shamsul Bahari bin Shamsudin

Sekretariat *Secretariat*

- ◆ Puan Noorliza Idawati binti Mat Nayan

JAWATANKUASA KEWANGAN DAN PELABURAN FINANCE AND INVESTMENT COMMITTEE

- ◆ Encik Shahri bin Ahmad Shahrudin
(Pengerusi / *Chairman*)
- ◆ Dato' Haji Ayop bin Salleh
- ◆ Mejar Haji Hanif bin Maidin (B)
- ◆ Dato' Mohd Nazri bin Abdul Rafar
- ◆ Puan Norzawatil Amali binti Alias
sehingga 8 September 2025 *until 8 September 2025*

Sekretariat *Secretariat*

- ◆ Puan Norismalina binti Ishak

JAWATANKUASA KEAHLIAN MEMBERSHIP COMMITTEE

- ◆ Dr. Sharudin bin Shari
(Pengerusi / *Chairman*)
- ◆ Mejar Haji Hanif bin Maidin (B)
- ◆ Puan Norzawatil Amali binti Alias
sehingga 8 September 2025 *until 8 September 2025*
- ◆ Datuk Abu Bakar Hanfi bin Abdul Mannan
- ◆ Mejar Anuar bin Mohd Tajuddin (B)

Sekretariat *Secretariat*

- ◆ Puan Heina Faeza binti Abdul Wahid

JAWATANKUASA PENYELIDIKAN DAN PEMBANGUNAN RESEARCH AND DEVELOPMENT COMMITTEE

- ◆ Prof. Ts. Dr. Shamsul Bahari bin Shamsudin
(Pengerusi / *Chairman*)
- ◆ Dato' Haji Ayop bin Salleh
- ◆ Ir. Haji Mohd Hatta bin Zakaria
- ◆ Prof. Ts. Dr. Abdul Mutalib bin Leman
- ◆ Mejar Anuar bin Mohd Tajuddin (B)

Sekretariat *Secretariat*

- ◆ Encik Muhammad Syaidan bin Abdullah

JAWATANKUASA PERNIAGAAN DAN PEMBANGUNAN *BUSINESS DEVELOPMENT COMMITTEE*

- ◆ Datuk Abu Bakar Hanfi bin Abdul Mannan
(Pengerusi / *Chairman*)
- ◆ Dato' Haji Ayop bin Salleh
- ◆ Mejar Haji Hanif bin Maidin (B)
- ◆ Prof. Ts. Dr. Abdul Mutalib bin Leman
- ◆ Dr. Sharudin bin Shari

Sekretariat *Secretariat*

- ◆ Encik Mohd Hussin bin Abdul Salam
- ◆ Puan Aliaa Syamimie binti Mansor

JAWATANKUASA AUDIT DAN INTEGRITI & GOVERNANS *AUDIT AND INTEGRITY & GOVERNANCE COMMITTEE*

- ◆ Tuan Manivanan Gowin
(Pengerusi / *Chairman*)
- ◆ Dr. Norlen bin Mohamed
- ◆ Encik Ahmad Irfan bin Hani
sehingga 18 Jun 2025 *until 18 June 2025*
- ◆ Encik Geh Chou Lee
bermula 25 September 2025
commenced on 25 September 2025

Ex Officio

- ◆ Dato' Haji Ayop bin Salleh
- ◆ Mejar Haji Hanif bin Maidin (B)

Sekretariat *Secretariat*

- ◆ Puan Salwati binti Abd Rahman
- ◆ Puan Nor Fazidah binti Abu Naim

JAWATANKUASA PENCALONAN *NOMINATION COMMITTEE*

- ◆ Dato' Mohd Nazri bin Abdul Rafar
(Pengerusi / *Chairman*)
- ◆ Dato' Haji Ayop bin Salleh
- ◆ Mejar Haji Hanif bin Maidin (B)
- ◆ Ir. Haji Mohd Hatta bin Zakaria

Sekretariat *Secretariat*

- ◆ Encik Ali Shah bin Hashim
(Setiausaha Syarikat / *Company Secretary*)
- ◆ Puan Nurul Nadiah binti Mohd Abd Rasid

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 tatatertib.
- 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 tatatertib, 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, syarikat lain, agensi dan jabatan kerajaan serta pihak berkuasa tempatan.

KERTAS CADANGAN YANG TELAH DILULUSKAN:

- Kertas cadangan kriteria kelayakan bonus prestasi bagi tahun 2024.
- Kertas cadangan kriteria kelayakan bonus interim syarikat bagi tahun 2025.
- Kertas cadangan kriteria kelayakan dan pembayaran ex-gratia kakitangan lantikan kontrak tahun 2025.
- Kertas cadangan kenaikan gaji kakitangan NIOSH bagi tahun 2026 (kenaikan tahunan).

SCOPE AND RESPONSIBILITIES

- *Formulate, monitor and review policies for NIOSH human resource development programmes, human resource policies, and disciplinary regulations.*
- *Recommend to the Board of Directors any matters relating to salary reviews and adjustments, payment of Board member allowances and payment of bonuses.*
- *Recommend to the Board any matters relating to educational offers, disciplinary actions, terms and conditions of service, and other benefits.*
- *Formulate and review policies for the recruitment of internal experts and their scope of work to enhance the competence of NIOSH staff or for the recruitment of external experts.*
- *Formulate policies relating to collaboration with institutions of higher learning, other companies, government agencies and departments, and local authorities.*

APPROVED PROPOSAL PAPERS:

- *Proposal on the eligibility criteria for performance bonus for the year 2024*
- *Proposal on the eligibility criteria for interim company bonus for the year 2025*
- *Proposal on the eligibility criteria and payment of ex gratia for contract staff for the year 2025*
- *Proposal on salary increment for NIOSH staff for the year 2026 (annual increment)*

AKTIVITI YANG TELAH DILAKSANAKAN :
ACTIVITIES IMPLEMENTED:

Tarikh / Date	Aktiviti / Activities
8 Disember 2025, (Isnin) 8 December 2025 (Monday)	Taklimat "Lindungi Harta, Wariskan Bahagia" (PRUBSN), Briefing on "Lindungi Harta, Wariskan Bahagia" (PRUBSN)
28 November 2025 (Jumaat) 28 November 2025 (Friday)	Majlis Perhimpunan dan Penghargaan Kakitangan NIOSH 2025 - NIOSH Staff Assembly and Appreciation Ceremony 2025
21 Ogos 2025 (Khamis) 21 August 2025 (Thursday)	Taklimat Perkhidmatan Insuran Kesihatan Kakitangan Dan Kaunter Penerangan/ Tawaran Insuran Pelan Tambahan Briefing on Staff Health Insurance Services and Information/Additional Plan Offer
3 Julai 2025 (Khamis) 3 July 2025 (Thursday)	Taklimat Penggunaan Sistem HR NIOSH (Boss I-Net) Briefing on NIOSH HR System (Boss I-Net)
4 Julai 2025 (Jumaat) 4 July 2025 (Friday)	Taklimat Penggunaan Sistem HR NIOSH (Boss I-Net) Briefing on NIOSH HR System (Boss I-Net)
23 Mei 2025, (Jumaat) 23 May 2025 (Friday)	Taklimat Skim Takaful CUEPACS Briefing on CUEPACS Takaful Scheme
24 Jun 2025 (Selasa) 24 June 2025 (Tuesday)	Taklimat Pemarkahan Borg KPI 2025 Briefing on Borg KPI 2025 Evaluation
28 Februari 2025 (Jumaat) 28 February 2025 (Friday))	Taklimat Sistem Pencegahan Kebakaran & Bahan Kimia Briefing on Fire Prevention System and Chemical Safety
31 Jan 2025 (Jumaat) 31 January 2025 (Friday)	Jemputan Ke Taklimat Bahagian Sumber Manusia (HRD), Bahagian Peperiksaan Dan Persijilan (ECD) Dan Unit Perolehan (PRCU) Invitation to Briefing by Human Resource Division (HRD), Examination and Certification Division (ECD), and Procurement Unit (PRCU)

JAWATANKUASA KEAHLIAN

MEMBERSHIP COMMITTEE

SKOP DAN TANGGUNGJAWAB

Jawatankuasa ini berfungsi sebagai jawatankuasa sokongan kepada Lembaga Pengarah dalam semua hal berkaitan keahlian NIOSH, termasuk mengesahkan dan mengesyorkan perkara seperti kelulusan, penggantungan dan penamatan keahlian.

Selain itu, jawatankuasa meneliti isu yang dibangkitkan oleh ahli untuk dibentangkan kepada Lembaga Pengarah serta mencadangkan faedah, dasar dan prosedur berkaitan keahlian apabila perlu.

Scope and Responsibilities

This committee serves as a supporting body to the Board of Directors in all matters relating to NIOSH membership, including the verification and recommendation of decisions such as membership approval, suspension and termination.

In addition, the committee reviews issues raised by members for presentation to the Board of Directors, and proposes membership-related benefits, policies and procedures where necessary.

LAPORAN JAWATANKUASA KEAHLIAN NIOSH: NIOSH MEMBERSHIP COMMITTEE REPORT:

Pembentangan kelulusan keahlian adalah seperti berikut:

The membership approvals are as follows:



Pada tahun ini juga, Jawatankuasa Keahlian telah melaksanakan penilaian dan penambahbaikan terhadap kriteria keahlian NIOSH bagi memastikan kesesuaiannya dengan perkembangan terkini industri dan sektor berkaitan. Semakan ini turut mengambil kira aspek keadilan dan keterangkuman, di samping memperkukuh penglibatan serta manfaat kepada ahli. Kriteria yang telah diperkemas ini telah diluluskan pada bulan Disember tahun 2025. Aktiviti lain yang dilakukan oleh Jawatankuasa Keahlian NIOSH pada tahun 2025 adalah seperti berikut :

During the year, the Membership Committee also undertook a review and enhancement of NIOSH membership criteria to ensure alignment with current developments in the industry and related sectors. This review also took into consideration aspects of fairness and inclusivity, while strengthening member engagement and benefits. The revised criteria were approved in December 2025. Other activities carried out by the NIOSH Membership Committee in 2025 are as follows:

Aktiviti 1 / Activity 1

Perjumpaan bersama ahli NIOSH telah diadakan pada 17 April 2025 di Pejabat NIOSH Pulau Pinang serentak dengan Majlis Sambutan Hari Raya Aidilfitri dan pada 4 Disember 2025 di Lee Meridien, Kota Kinabalu Sabah *Engagement sessions with NIOSH members were held on 17 April 2025 at the NIOSH Penang Office in conjunction with the Hari Raya Aidilfitri celebration, and on 4 December 2025 at Le Méridien, Kota Kinabalu, Sabah.*

Sasaran / Target

2

Selesai / Completed:

2

100%

Aktiviti 2 / Activity 2

Memastikan bayaran keahlian NIOSH dilakukan pada masa yang ditetapkan *Ensure that NIOSH membership fees are paid within the stipulated timeframe*

Sasaran / Target

40%

Sebenar / Achieved

62%

100%

Aktiviti 3 / Activity 3

Bilangan Mesyuarat
Number of Meetings

Sasaran / Target

4

Sebenar / Achieved

4

100%

JAWATANKUASA KEWANGAN DAN PELABURAN

FINANCIAL AND INVESTMENT COMMITTEE

SKOP DAN TANGGUNGJAWAB

Pelaporan Kewangan Korporat

- Mengkaji dan mengesyorkan penerimaan atau sebaliknya dasar-dasar perakaunan, prinsip dan amalan perakaunan
- Mengkaji dan mengulas laporan kewangan NIOSH 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
- Menjalankan tugas-tugas lain yang diberikan dan/atau diarahkan oleh Lembaga Pengarah NIOSH

SCOPE AND RESPONSIBILITIES

Corporate Financial Reporting

- Review and recommend acceptance or otherwise of accounting policies, principles and practices
- Review and comment on NIOSH quarterly financial reports prior to presenting to the Board of Directors

Investment Management

- Advising NIOSH on investment strategies

Budget Management

- Propose to NIOSH annual budget in relation to annual business plan
- Advise on the allocation and use of funds

Credit Management

- Assess credit risk and to set bad debt policies

Other Related Matters

- Advise and provide feedback on other financial documents
- Take note of tenders with a value exceeding RM500,000
- Fulfil other duties as assigned and/or directed by the NIOSH Board of Directors

AKTIVITI TAHUN 2025 ACTIVITIES FOR 2025

Menilai prestasi kewangan tahun 2025
Assess financial performance for 2025

Memberi nasihat tentang strategi pelaburan NIOSH
Provide advice on NIOSH investment strategy

Mencadangkan belanjawan tahun 2025
Propose budget for 2025

Menilai risiko dan polisi hutang lapuk
Assess risk and bad debt policy

**BILANGAN MESYUARAT DIADAKAN
BAGI TAHUN 2025**
*NUMBER OF MEETINGS HELD
FOR YEAR 2025*

Sasaran
Target

4

Sebenar
Actual

4

100%

LAPORAN JAWATANKUASA PEMBANGUNAN PERNIAGAAN

BUSINESS DEVELOPMENT COMMITTEE REPORT

SKOP DAN TANGGUNGJAWAB :

1. Mencadangkan dasar dan strategi bagi mempertingkatkan kebolehpasaran produk perkhidmatan bagi mencapai sasaran yang ditetapkan oleh Lembaga Pengarah.
2. Membantu pengurusan merangka plan perniagaan tahunan untuk dicadangkan kepada Lembaga Pengarah untuk kelulusan.
3. Memantau, menyemak dan menyusun semula plan 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 pemerkasaan 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.

SCOPE AND RESPONSIBILITIES:

1. *Propose policies and strategies to enhance the marketability of services in achieving targets set by the Board of Directors.*
2. *Assist management in formulating the annual business plan for submission to the Board of Directors for approval.*
3. *Monitor, review and realign action plans based on performance, challenges and current issues affecting planned programmes and activities.*
4. *Support management in business development, particularly in strengthening products and services to enhance industry confidence and trust.*
5. *Provide insights and recommendations to management in addressing unforeseen challenges or emerging trends that may significantly impact NIOSH operations.*

Aktiviti, isu atau program yang telah dilaksanakan:

Activities, issues or programmes that were implemented:

Bil./ No	Aktiviti / Activities
1.	NIOSH Sabah sebagai pusat kecemerlangan dalam industri kelapa sawit <i>Positioning NIOSH Sabah as a centre of excellence for the palm oil industry</i>
2.	Pengkomersialan projek penyelidikan dan pembangunan NIOSH <i>Commercialisation of NIOSH research and development projects</i>
3.	Pemindahan Pejabat Wilayah Utara NIOSH Manjung ke Ipoh, Perak <i>Relocation of the NIOSH Northern Regional Office from Manjung to Ipoh, Perak</i>
4.	Kerjasama antara NIOSH dan NIOSH Certification Sdn Bhd (NIOSHCert) melalui program kursus yang dinamakan Certified ESG Implementer and Sustainability Reporter (IWA 48:2024 & GRI Standards 2021) sebagai pakej gabungan (2 dalam 1). <i>Collaboration between NIOSH and NIOSH Certification Sdn Bhd (NIOSHCert) through the Certified ESG Implementer and Sustainability Reporter (IWA 48:2024 & GRI Standards 2021) programme as an integrated package (2-in-1)</i>
5.	Kejayaan NIOSH dalam menganjurkan ASEAN OSH Summit 2025 <i>Successful organisation of the ASEAN OSH Summit 2025</i>
6.	Lawatan kerja ke pejabat NIOSH : <i>Working visits to NIOSH offices:</i> <ul style="list-style-type: none"> • NIOSH Johor – 30 April 2025 • NIOSH Kota Kinabalu – 5 Disember/December 2025
7.	Bilangan mesyuarat – 4 <i>Number of meetings held – 4</i>

JAWATANKUASA AUDIT DAN INTEGRITI & GOVERNANS

AUDIT AND INTEGRITY & GOVERNANCE COMMITTEE

PENUBUHAN JAWATANKUASA

Lembaga komited kepada prinsip-prinsip bahawa Jawatankuasa yang efektif boleh membawa kesan yang positif seperti ketelusan, fokus dan pertimbangan bebas yang diperlukan untuk mengawasi proses pelaporan kewangan serta memastikan semua kakitangan mengamalkan budaya kerja unggul demi membendung salah laku jenayah rasuah, salah guna kuasa dan penyelewengan.

ESTABLISHMENT OF COMMITTEE

The Board is committed to the principles that effective committee can contribute positively by promoting transparency, focus and independent judgement in overseeing financial reporting processes, as well as ensuring that all employees uphold a culture of excellence in preventing corruption, abuse of power and misconduct.

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.

SECTION A: INTERNAL AUDIT REPORT

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

Jawatankuasa Audit perlu memastikan tindakan preventive dan corrective 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 2026 dan Laporan Tahunan Audit 2025 adalah seperti berikut:

The Audit Committee ensures that preventive and corrective actions are taken by Management in response to audit findings, so that identified weaknesses are addressed and do not recur. The presentation of audit matters and the approval of the 2026 Annual Audit Plan and the 2025 Annual Audit Report are as follows:



SEKSYEN B: LAPORAN INTEGRITI & GOVERNANS

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

SECTION B: INTEGRITY AND GOVERNANS REPORT

In line with the Committee's role in ensuring the implementation of the four (4) core functions of the Integrity and Governance Unit (IGU), as outlined in the Prime Minister's Directive No. 1 of 2018 – Series 1 No. 1 of 2018, NIOSH has implemented various programmes guided by the following objectives:

Memastikan Pematuhan Terhadap Undang-Undang dan Prosedur Kerja
To Ensure Compliance With Laws and Work Procedures

Sasaran / Target **14**

Sebenar / Achieved **14**

100%

Memupuk Budaya Bebas Rasuah Dan Sogokan
To Develop A Bribery And Corruption Free Culture

Sasaran / Target **34**

Sebenar / Achieved **34**

100%

JUMLAH KESELURUHAN
OVERALL TOTAL

Sasaran Target

48

Sebenar Actual

48

100%

JAWATANKUASA PENYELIDIKAN DAN PEMBANGUNAN (JPP) 2025

RESEARCH AND DEVELOPMENT COMMITTEE

Penyelidikan dan Pembangunan sebagai Fungsi Teras NIOSH

Penyelidikan dan pembangunan (R&D) merupakan salah satu fungsi teras NIOSH selaras dengan objektif penubuhannya seperti mana yang termaktub dalam Memorandum and Articles of Association. NIOSH bertanggungjawab melaksanakan penyelidikan keselamatan dan kesihatan pekerjaan (KKP) yang memberi manfaat serta menyumbang kepada kesejahteraan negara. Ia turut menjadi asas kepada penubuhan Jawatankuasa Penyelidikan dan Pembangunan (JPP) di peringkat Lembaga Pengarah.

NIOSH telah membangunkan 3rd Malaysian Research Initiative for National Agenda (MaRINA 3.0) pada tahun 2025 bagi merangka inisiatif dan keutamaan penyelidikan KKP dalam tempoh lima tahun akan datang. MaRINA 3.0 (2026–2030) ini memperkenalkan hala tuju baharu dengan penglibatan pelbagai pemegang taruh bagi memastikan agenda penyelidikan mencerminkan keperluan dan cabaran sebenar industri, sekaligus menjadi panduan utama perancangan dan pelaksanaan aktiviti R&D KKP.

JPP R&D memainkan peranan penting dalam memastikan aktiviti penyelidikan selaras dengan hala tuju dan keutamaan MaRINA 3.0, menyelia pelaksanaan R&D di NIOSH, serta memastikan penyelidikan strategik berimpak tinggi memenuhi keperluan dan cabaran sebenar industri melalui penglibatan pelbagai pemegang taruh.

Research and Development as a Core Function of NIOSH

Research and Development (R&D) is one of NIOSH's core functions, in line with its establishment objectives as stipulated in the Memorandum and Articles of Association. NIOSH is responsible for conducting Occupational Safety and Health (OSH) research that delivers benefits and contributes to national well-being. This function also forms the basis for the establishment of the Research and Development Committee (RDC) at the Board of Directors level.

In 2025, NIOSH developed the 3rd Malaysian Research Initiative for National Agenda (MaRINA 3.0) to outline OSH research initiatives and priorities for the next five years. MaRINA 3.0 (2026–2030) introduces a new strategic direction through the involvement of multiple stakeholders, ensuring that the research agenda reflects the real needs and challenges of the industry, while serving as the primary guide for planning and implementing OSH R&D activities.

The R&D Committee plays a crucial role in ensuring that research activities are aligned with the direction and priorities of MaRINA 3.0, overseeing the implementation of R&D at NIOSH, and ensuring that high-impact strategic research addresses real industry needs and challenges through multi-stakeholder engagement.

SKOP DAN TANGGUNGJAWAB JAWATANKUASA

1. Mengenalpasti dan mengesyorkan pembangunan kapasiti ke arah kecemerlangan R&D di NIOSH
2. Mengenalpasti bidang keutamaan R&D dalam bidang 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 R&D, mencadangkan belanjawan dan kawalan perbelanjaan R&D
5. Mempromosi dan meningkatkan kerjasama dan perkongsian dalam R&D dengan institusi penyelidikan yang lain
6. Mempromosi penyebaran hasil dapatan R&D
7. Mengenalpasti dan memantau semua indeks petunjuk prestasi berkaitan jawatankuasa kecil

Projek Penyelidikan yang dinilai Tahun 2025

JPP R&D bertanggungjawab menilai dan meluluskan permohonan geran penyelidikan NIOSH yang selaras dengan 12 bidang fokus Inisiatif Penyelidikan Malaysia di bawah Agenda MaRINA 2.0.

Bilangan projek yang dibentang & diselesaikan tahun 2025 : 4 Projek

SCOPE AND RESPONSIBILITIES OF THE COMMITTEE

1. To identify and recommend capacity development towards excellence in R&D at NIOSH
2. To identify priority R&D areas in Occupational Safety and Health (OSH)
3. To evaluate and recommend the engagement of external experts to enhance institutional capability and promote the institute's image in OSH research
4. To oversee all R&D activities and outputs, and to propose R&D budgets and expenditure controls
5. To promote and enhance collaboration and partnerships in R&D with other research institutions
6. To promote the dissemination of R&D findings
7. To identify and monitor all performance indicators related to subcommittees

Research Projects Evaluated in 2025

The R&D Committee is responsible for evaluating and approving NIOSH research grant applications that align with the 12 focus areas of the Malaysian Research Initiative under the MaRINA 2.0 Agenda.

Number of projects presented and completed in 2025: 4 projects

Bilangan projek yang diselesaikan pada tahun 2025
Number of projects completed in 2025

4

JAWATANKUASA PENCALONAN

NOMINATION COMMITTEE

SKOP DAN TANGGUNGJAWAB

Objektif-objektif Jawatankuasa adalah untuk:

1. Membantu Lembaga dalam sebarang perkara yang berkaitan dengan pencalonan pengarah dan keanggotaan Jawatankuasa-Jawatankuasa yang ditubuhkan oleh Lembaga.
2. Membantu Lembaga dalam mengurus tadbir proses pemilihan anggota Lembaga dalam Mesyuarat Agung Tahunan Institut.
3. Membantu Lembaga dalam pelaksanaan praktis tadbir urus yang terbaik dan bersesuaian dengan keperluan dan keadaan Institut.
4. Jawatankuasa mempunyai semua kuasa dan lingkupan kuasa untuk menjalankan fungsinya dengan berkesan dan cekap untuk:
 - (i) membantu Lembaga menilai pengetahuan, kemahiran, pengalaman dan kualiti lain yang harus diterapkan kepada Pengarah-Pengarah untuk Lembaga menjadi badan yang cekap dan berkesan (efficient and effective).
 - (ii) Mengkaji dan menilai pada setiap tahun, keberkesanan fungsi Lembaga Pengarah dan Jawatankuasa-Jawatankuasanya berdasarkan prinsip tadbir urus korporat dan amalan Lembaga Pengarah.
 - (iii) Mengkaji dan menilai sumbangan yang dibuat oleh setiap anggota Lembaga, jika diarahkan oleh Lembaga.
 - (iv) Untuk memastikan proses pemilihan anggota Lembaga Pengarah yang mematuhi kehendak Perlembagaan, telus dan teratur.
 - (v) Mengesyorkan terma rujukan yang sesuai untuk Jawatankuasa-Jawatankuasa.
 - (vi) Mengendalikan siasatan dalaman (domestic inquiry) terhadap mana-mana Pengarah dan mengesyorkan tindakan untuk pertimbangan dan tindakan lanjut Lembaga.
 - (vii) Menyiasat apa jua aktiviti dalam lingkupan Terma Rujukan ini, atau seperti yang diarahkan oleh Lembaga dari masa ke semasa.
 - (viii) Mempunyai akses kepada sumber manusia, harta, hasil kerja, buku-buku, rekod dan maklumat lain dalam apa jua bentuk yang dimiliki oleh Institut dan subsidiarinya terhad kepada yang diperlukan untuk melaksanakan tanggungjawab dan tugasnya.

AKTIVITI TAHUN 2025

- Menguruskan Mesyuarat Agung Tahunan 2025 bersama dengan Pejabat Setiausaha Eksekutif NIOSH, termasuk memberi taklimat kepada Ahli-Ahli sebelum tarikh Mesyuarat Agung Tahunan 2025
- Membantu Lembaga dalam mengurus tadbir Mesyuarat Agung Tahunan 2025
- Membantu Lembaga dalam pencalonan keanggotaan Jawatankuasa-Jawatankuasa yang ditubuhkan oleh Lembaga

SCOPE AND RESPONSIBILITIES

The objectives of the Committee are as follows:

1. To assist the Board in all matters related to the nomination of directors and the membership of Committees established by the Board.
2. To support the Board in administering the process for the election of Board members during the Institute's Annual General Meeting.
3. To assist the Board in implementing best governance practices that are appropriate and relevant to the needs and context of the Institute.
4. The Committee shall have full authority and scope to carry out its functions effectively and efficiently in order to:
 - (i) assist the Board in assessing the knowledge, skills, experience, and other qualities that should be embodied by Directors to ensure the Board operates as an efficient and effective body;
 - (ii) review and evaluate, on an annual basis, the effectiveness of the Board and its Committees based on corporate governance principles and Board practices;
 - (iii) review and assess the contributions made by each Board member, if so directed by the Board;
 - (iv) ensure that the process for electing members of the Board of Directors is in accordance with the Constitution, and is conducted in a transparent and orderly manner;
 - (v) recommend appropriate terms of reference for the various Committees;
 - (vi) conduct domestic inquiries involving any Director and recommend further actions for the Board's consideration and decision;
 - (vii) investigate any activities within the scope of these Terms of Reference or as directed by the Board from time to time;
 - (viii) access human resources, properties, deliverables, books, records, and any other information in any form owned by the Institute and its subsidiaries, to the extent necessary for fulfilling its responsibilities and duties.

2025 ACTIVITIES

- Coordinated the 2025 Annual General Meeting (AGM) in collaboration with the NIOSH Executive Secretary's Office, including delivering briefings to members prior to the AGM.
- Assisted the Board in conducting the AGM in 2025.
- Supported the Board in nominating members for various Committees established by the Board.

BILANGAN MESYUARAT TAHUN 2025 NUMBER OF MEETINGS IN 2025

Jawatankuasa Pencalonan telah menjalankan sebanyak 4 kali mesyuarat sepanjang tahun 2025.
The Nomination Committee convened a total of 4 meetings throughout 2025.

4

PENGURUSAN DAN PAKAR TEKNIKAL

MANAGEMENT AND TECHNICAL EXPERTS

Pengarah Eksekutif / Executive Director

: Dato' Haji Ayop bin Salleh

Setiausaha Eksekutif / Executive Secretary

: Mejar Haji Hanif bin Maidin (B)

Pejabat Pengarah Eksekutif Executive Director Office

- ◆ **Haji Shahronizam bin Noordin**
Pengurus Tugas-tugas Khas / *Special Duties Manager*
- ◆ **Siti Zainatul Arafah binti Mat Zin**
Pengurus Tugas-tugas Khas / *Special Duties Manager*

Bahagian Pengurusan Kualiti Quality Management Division

- ◆ **Shahir bin Addenan**
Pengurus / *Manager*

Bahagian Peperiksaan dan Persijilan Examination and Certification Division

- ◆ **Siti Faranez binti Harun**
Pengurus / *Manager*

Bahagian Perniagaan dan Hal Ehwal Antarabangsa Business and International Affairs Division

- ◆ **Mohd Hussin bin Abd Salam**
Pengurus / *Manager*

Bahagian Pembangunan Program Programme Development Division

- ◆ **Mohamad Redzuan Shah bin Masri**
Pengurus / *Manager*

Unit Integriti & Governans Integrity & Governance Unit

- ◆ **Nor Fazidah binti Abu Naim**
Ketua / *Head*

Unit Audit Dalaman Internal Audit Unit

- ◆ **Salwati binti Abd Rahman**
Ketua / *Head*

Unit Keselamatan dan Kesihatan Safety and Health Unit

- ◆ **Nur Alyani Fahmi bin Salihen**
Pemangku Ketua / *Acting Head*

Jabatan Perkhidmatan Korporat dan Sokongan *Corporate Services and Support Department*

Jabatan Perkhidmatan Korporat dan Sokongan *Corporate Services and Support Department*

- ◆ **Jawatan Belum Diisi/ Vacant**
Pengurus Besar/ *General Manager*
- ◆ **Noorliza Idawati binti Mat Nayan**
Pemangku Pengurus Kanan/ *Acting Senior Manager*

Bahagian Sumber Manusia *Human Resource Division*

- ◆ **Noorliza Idawati binti Mat Nayan**
Pengurus/ *Manager*

Bahagian Kewangan *Finance Division*

- ◆ **Norismalina binti Ishak**
Pengurus/ *Manager*

Bahagian Pentadbiran dan Fasiliti *Administration and Facilities Division*

- ◆ **Mohd. Nurhazwan bin Rostam**
Pemangku Pengurus/ *Acting Manager*

Bahagian Teknologi Maklumat *Information Technology Division*

- ◆ **Mohd Rashidi bin Rohmad**
Pengurus/ *Manager*

Bahagian Pengurusan Projek *Project Management Division*

- ◆ **Haji Azmi bin Jamaludin @ Aman Shah**
Pengurus/ *Manager*

Bahagian Penyebaran Maklumat *Information Dissemination Division*

- ◆ **Siti Badariah binti Abu Bakar**
Pengurus/ *Manager*

Unit Perolehan *Procurement Unit*

- ◆ **Najhan Salwana binti Sanusi**
Pemangku Ketua/ *Acting Head*

Jabatan Operasi *Operation Department*

Jabatan Perundingan, Penyelidikan & Pembangunan (Sekretariat) *Consultation, Research & Development Department*

- ◆ **Siti Norshuhada binti Abdul Aziz** (Secretariat)
Pemangku Ketua/*Acting Head*

Bahagian Latihan dan Kompetensi Perundangan *Training and Regulatory Competency Division*

- ◆ **Norazman bin Bakrun**
Pengurus/*Manager*

Bahagian Latihan *Training Department*

- ◆ **Belum Diisi (*vacant*)**
Pengurus/*General Manager*
- ◆ **Shahir bin Addenan**
Pemangku Pengurus Kanan/*Acting Senior Manager*
- ◆ **Mohd Nazif bin Mohd Zaidan**
Penolong Pengurus Kanan/*Assistant Senior Manager*

Bahagian Kemahiran dan Kesedaran Latihan *Skills and Awareness Training Division*

- ◆ **Mohd Razman bin Ismail**
Pemangku Pengurus/*Acting Manager*

Pejabat-pejabat Negeri *State Offices*

Pejabat NIOSH Terengganu *NIOSH Terengganu Office*

- ◆ **Hisyamuddin bin Mohamad**
Pengurus/*Manager*
Pemangku Pengurus Kanan/*Acting Senior Manager*

Pejabat NIOSH Pulau Pinang *NIOSH Penang Office*

- ◆ **Rosliza binti Osman**
Pengurus/*Manager*
Pemangku Pengurus Kanan/*Acting Senior Manager*

Pejabat NIOSH Pahang *NIOSH Pahang Office*

- ◆ **Adly Azmin bin Junet**
Pengurus/*Manager*

Pejabat NIOSH Perak *NIOSH Perak Office*

- ◆ **Muhd Amin Alamin bin Salam**
Pengurus/*Manager*

Pejabat NIOSH Kelantan *NIOSH Kelantan Office*

- ◆ **Mohd Norzaide bin Ahmad Nordin**
Pengurus/*Manager*

Pejabat NIOSH Kedah *NIOSH Kedah Office*

- ◆ **Asrul Amri bin Ismail**
Pengurus/*Manager*

Pejabat NIOSH Johor
NIOSH Johore Office

- ◆ **Ismail bin Abdul Rahman**
Eksekutif/ *Executive*
Pemangku Pengurus Kanan/ *Acting Senior Manager*

Pejabat NIOSH Melaka
NIOSH Malacca Office

- ◆ **Norazlinda binti Alwi**
Pengurus/ *Manager*

Pejabat NIOSH Johor (Pengerang)
NIOSH Johore Office (Pengerang)

- ◆ **Nurzuhairah binti Jamil**
Pengurus/ *Manager*

Pejabat NIOSH Sabah
NIOSH Sabah Office

- ◆ **Muhammad Fadhil bin Abu Bakar**
Pakar Teknikal III/ *Technical Expert III*
Pemangku Pengurus Kanan/ *Acting Senior Manager*
- ◆ **Wan Sarman @ Wan Salman bin Sakan**
Pengurus/ *Manager*

Pejabat NIOSH Sabah (WP Labuan)
NIOSH Sabah Office (FT Labuan)

- ◆ **Mohd Fazrin bin Jurnain @ Joronain**
Pengurus/ *Manager*

Pejabat NIOSH Sabah (Sandakan)
NIOSH Sabah Office (Sandakan)

- ◆ **Muhamad Almansari bin Albari**
Pengurus/ *Manager*

Pejabat NIOSH Sabah (Tawau)
NIOSH Sabah Office (Tawau)

- ◆ **Haji Abdul Wafie bin Ibrahim**
Pengurus/ *Manager*

Pejabat NIOSH Sarawak
NIOSH Sarawak Office

- ◆ **Normiza binti Suhaili**
Pengurus/ *Manager*
Pemangku Pengurus Kanan/ *Acting Senior Manager*

Pejabat NIOSH Sarawak (Bintulu)
NIOSH Sarawak Office (Bintulu)

- ◆ **Maziah binti Yusof**
Pengurus/ *Manager*

Pejabat NIOSH Sarawak (Miri)
NIOSH Sarawak Office (Miri)

- ◆ **Nuraida binti Waslee**
Pengurus/ *Manager*

Pejabat NIOSH Sarawak (Sibu)
NIOSH Sarawak Office (Sibu)

- ◆ **Claudia Anak Stephen**
Juruteknik/ *Technician*
Pemangku Pengurus/ *Acting Manager*

Pakar-pakar Teknikal *Technical Expert*

Bahagian Perniagaan dan Hal Ehwal Antarabangsa *Business and International Affairs Division*

- ◆ **M. Hamzah bin Jamaludin**
Pakar Teknikal III / *Technical Expert III*

Bahagian Pembangunan Program *Programme Development Division*

- ◆ **Saupi Nazri bin Mamat**
Pakar Teknikal II / *Technical Expert II*
- ◆ **Yuzainie bin Yusof**
Pakar Teknikal II / *Technical Expert II*
- ◆ **Haji Muhammad Zaeem bin Mokhtar**
Pakar Teknikal III / *Technical Expert III*
- ◆ **Raemy bin Md Zein**
Pakar Teknikal III / *Technical Expert III*
- ◆ **Ruzita binti Mohd Shariff**
Pakar Teknikal III / *Technical Expert III*
- ◆ **Mohamad Anizan bin Mohammed Amin**
Pakar Teknikal III / *Technical Expert III*
- ◆ **Paramesvaran a/I Mariappan**
Pakar Teknikal III / *Technical Expert III*
- ◆ **Muazan bin Mohamad**
Pakar Teknikal III / *Technical Expert III*

Jabatan Perundingan, Penyelidikan & Pembangunan *Consultation, Research and Development Department*

- ◆ **Haji Mohd Esa bin Baruji**
Pakar Teknikal I / *Technical Expert I*
- ◆ **Haji Khairunnizam bin Mustapa**
Pakar Teknikal I / *Technical Expert I*
- ◆ **Azhar bin Ahmad**
Pakar Teknikal III / *Technical Expert III*
- ◆ **Shahrulnizam bin Jamen**
Pakar Teknikal III / *Technical Expert III*
- ◆ **Baderin bin Osman**
Pakar Teknikal III / *Technical Expert III*
- ◆ **Mohd Norhafsam bin Maghpor**
Pakar Teknikal III / *Technical Expert III*
- ◆ **Siti Nurani binti Haji Hassan**
Pakar Teknikal III / *Technical Expert III*
- ◆ **Dr. Muhamad Ariff bin Muhamad Noordin**
Pakar Teknikal III / *Technical Expert III*

Tenaga Pengajar Dalam (RT) *Resident Trainer (RT)*

Bahagian Pembangunan Program *Programme Development Division*

◆ Mohd Asri bin Ridzwan	RT
◆ Dinie Iqbal bin Minhat	RT
◆ Mohd Razman bin Ismail	RT
◆ Ahmad Aizuddin bin Ahmad Ridzwan	RT
◆ Mohamad Hairi bin Mustapa	RT
◆ Mohamad Yazid bin Jamari	RT
◆ Abdullah bin Aziz	RT

Pejabat NIOSH Terengganu *NIOSH Terengganu Office*

◆ Mohamad Shariff bin Ismail	RT
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Pejabat NIOSH Pulau Pinang *NIOSH Penang Office*

◆ Mohamad Fahrul Razi bin Hasan	RT
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Pejabat NIOSH Sabah *NIOSH Sabah Office*

◆ Indra bin Imus	RT
◆ Mackenzie Chang	RT

Pejabat NIOSH Sarawak (Bintulu) *NIOSH Sarawak Office (Bintulu)*

◆ Azri bin Rani	RT
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Anak Syarikat *Subsidiary*

NIOSH Certification Sdn. Bhd. (NCSB)

- ◆ Syamsul Zahrin bin Zainuddin
Ketua Pegawai Eksekutif / *Chief Executive Officer*



**KERJASAMA
STRATEGIK**
STRATEGIC COLLABORATIONS

KERJASAMA STRATEGIK

Pada tahun 2025, NIOSH terus memperkuat peranannya sebagai peneraju dalam bidang keselamatan dan kesihatan pekerjaan (KKP) melalui peluasan jaringan kerjasama strategik bersama pelbagai pihak berkepentingan. Usaha ini melibatkan kolaborasi dengan pemain industri, agensi kerajaan, institusi akademik serta organisasi antarabangsa bagi menyokong pelaksanaan program latihan, penyelidikan dan pembangunan kapasiti.

Sepanjang tahun pelaporan, sebanyak 54 kerjasama strategik telah dimeterai yang merangkumi 13 Memorandum Persefahaman (MoU) dalam negara, 3 MoU antarabangsa, 21 Memorandum Perjanjian (MoA) serta 17 bentuk kerjasama lain termasuk kontrak, perjanjian lesen dan kerjasama teknikal. Kepelbagaian bentuk kerjasama ini mencerminkan pendekatan menyeluruh NIOSH dalam memperkuat sinergi antara sektor awam, swasta dan antarabangsa.

Di peringkat antarabangsa, NIOSH telah menjalin empat (4) kerjasama strategik utama bersama organisasi global seperti Institute of Global Sustainability Certification (IGSC), Korea Selatan; Engineering Construction Industry Training Board (ECITB), United Kingdom; Deli Husada Deli Tua Health Institute, Indonesia serta Statistical, Economic and Social Research and Training Centre for Islamic Countries (SESRIC), Turkiye. Kerjasama ini membuka ruang kepada perkongsian kepakaran, pemindahan teknologi serta pembangunan standard dan amalan terbaik dalam bidang KKP.

Secara keseluruhannya, inisiatif kerjasama strategik ini telah memperkuat keupayaan NIOSH dalam penyampaian perkhidmatan, memperluas capaian latihan serta meningkatkan keberkesanan program KKP di peringkat nasional dan serantau. Pendekatan kolaboratif ini akan terus menjadi pemangkin utama dalam memacu kecemerlangan NIOSH selaras dengan aspirasi pembangunan negara.

STRATEGIC COLLABORATIONS

In 2025, NIOSH continued to strengthen its role as a leading institution in occupational safety and health (OSH) through the expansion of strategic collaboration networks with various stakeholders. These efforts involved partnerships with industry players, government agencies, academic institutions and international organisations to support the implementation of training programmes, research initiatives, and capacity development.

During the reporting year, a total of 54 strategic collaborations were formalised, comprising 13 domestic Memoranda of Understanding (MoUs), 3 international MoUs, 21 Memoranda of Agreement (MoAs), and 17 other forms of collaboration, including contracts, licensing agreements, and technical partnerships. The diversity of these collaborations reflects NIOSH's comprehensive approach in strengthening synergy across the public, private and international sectors.

At the international level, NIOSH established four (4) key strategic collaborations with global organisations, namely the Institute of Global Sustainability Certification (IGSC), Republic of Korea; Engineering Construction Industry Training Board (ECITB), United Kingdom; Deli Husada Deli Tua Health Institute, Indonesia; and the Statistical, Economic and Social Research and Training Centre for Islamic Countries (SESRIC), Türkiye. These partnerships provide opportunities for knowledge sharing, technology transfer and the development of standards and best practices in OSH.

Overall, these strategic collaboration initiatives have strengthened NIOSH's capabilities in service delivery, expanded the reach of training programmes, and enhanced the effectiveness of OSH initiatives at both national and regional levels. This collaborative approach will continue to serve as a key driver in advancing NIOSH's pursuit of excellence in line with national development aspirations.

Jumlah Kerjasama
Strategik 2025
Total Strategic
Collaborations

54

MOU

Dalam negara
Domestic

13

Antarabangsa
International

3

MOA

Dalam negara
Domestic

21

Antarabangsa
International

-

Lain-lain

Dalam negara
Domestic

16

Antarabangsa
International

1

Kerjasama Strategik Antarabangsa
International Strategic Collaborations



Institute of Global
Sustainability
Certification (IGSC)



Engineering
Construction
Industry Training
Board (ECITB)



Deli Husada
Deli Tua Health
Insititute



Statistical,
Economic and
Social Research and
Training Centre for
Islamic Countries
(SESRIC)



Prof. Madya Dr. Herlina J. El-Matory, Ketua Pengurusan Risiko, Institut Kesihatan Deli Husada Deli Tua, Indonesia, bertukar dokumen MoU dengan Dato' Haji Ayop Salleh, Pengarah Eksekutif NIOSH.

Assoc. Prof. Dr. Herlina J. El-Matory, Head of Risk Management, Deli Husada Deli Tua Health Institute, Indonesia exchanging the MoU documents with Dato' Haji Ayop Salleh, Executive Director of NIOSH.



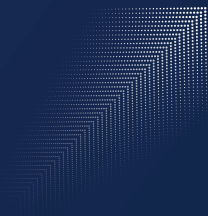
Puan Alia Sharify Ortaq, Pegawai Kerjasama Teknikal, Statistical, Economic and Social Research and Training Centre for Islamic Countries (SESERIC), Türkiye, bertukar dokumen Memorandum Persefahaman (MoU) dengan Dato' Haji Ayop Salleh, Pengarah Eksekutif NIOSH. Majlis disaksikan oleh YB Dato' Sri Haji Abdul Rahman bin Haji Mohamad, Timbalan Menteri Sumber Manusia.

Ms Alia Sharify Ortaq, Technical Cooperation Officer, Statistical, Economic and Social Research and Training Centre for Islamic Countries (SESERIC), Türkiye, exchanging the MoU documents with Dato' Haji Ayop Salleh, Executive Director of NIOSH. The MoU exchange was witnessed by YB Dato' Sri Haji Abdul Rahman bin Haji Mohamad, Deputy Minister of Human Resources.



YB Dato' Sri Haji Abdul Rahman bin Haji Mohamad, Timbalan Menteri Sumber Manusia (tengah); bersama YB Chong Chieng Jen, Pengerusi NIOSH (kiri) dan Dato' Haji Ayop Salleh, Pengarah Eksekutif NIOSH (kanan) bergambar bersama rakan strategik NIOSH semasa majlis perasmian ASEAN Safety and Health Workers Summit 2025.

YB Dato' Sri Haji Abdul Rahman bin Haji Mohamad, Deputy Minister of Human Resources (centre); and YB Chong Chieng Jen, Chairman of NIOSH (left); together with Dato' Haji Ayop Salleh, Executive Director of NIOSH (right), posing with NIOSH strategic partners during the opening ceremony of the ASEAN Safety and Health Workers Summit 2025.



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

PRESTASI ESG 2025

ESG PERFORMANCE 2025

Pengenalan

NIOSH terus memperkuat komitmennya terhadap pelaksanaan prinsip Alam Sekitar, Sosial dan Tadbir Urus (ESG) selaras dengan agenda kerajaan dalam memperkasakan pembangunan mampan. Pendekatan ESG ini diterapkan secara menyeluruh dalam operasi organisasi bagi memastikan keseimbangan antara prestasi perniagaan, tanggungjawab sosial dan pemuliharaan alam sekitar.

Pelaksanaan ESG di NIOSH disokong oleh strategi korporat yang menekankan penggunaan sumber secara cekap, peningkatan kesejahteraan warga kerja serta pengukuhan tadbir urus berintegriti. Usaha ini bertujuan meningkatkan daya tahan organisasi serta memperkuat kepercayaan pihak berkepentingan.

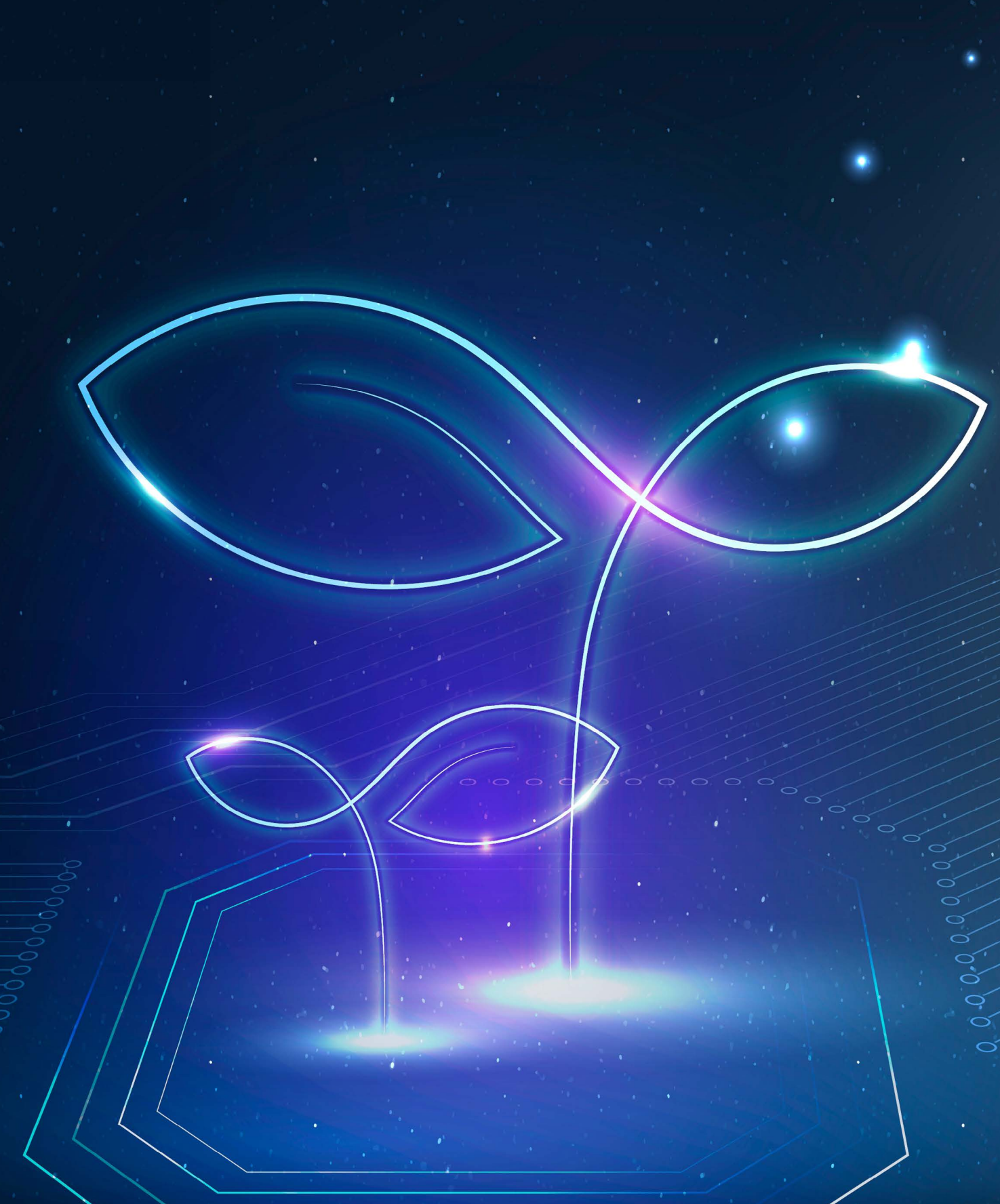
(Nota: Versi penuh Laporan ESG NIOSH 2025 diterbitkan secara berasingan)

Introduction

NIOSH continues to strengthen its commitment to the implementation of Environmental, Social and Governance (ESG) principles in line with the Government's agenda to advance sustainable development. This ESG approach is embedded comprehensively across the organisation's operations to ensure a balance between business performance, social responsibility and environmental stewardship.

The implementation of ESG at NIOSH is supported by corporate strategies that emphasise efficient resource utilisation, enhancement of employee well-being, and the strengthening of governance with integrity. These efforts aim to improve organisational resilience while reinforcing stakeholder confidence.

(Note: The full version of the NIOSH ESG Report 2025 is published separately)





Komitmen NIOSH terhadap SDG

NIOSH kekal komited untuk menyokong kesemua 17 Matlamat Pembangunan Mampan (SDG) melalui usaha bersepadu dalam bidang keselamatan dan kesihatan pekerja. Sejak 2023, penyediaan Laporan ESG tahunan mencerminkan langkah strategik NIOSH untuk mengarusperdanakan kelestarian dalam operasi teras dengan menggabungkan kesejahteraan pekerja, inovasi dan tanggungjawab alam sekitar. Komitmen ini memperkukuhkan peranan NIOSH dalam memacu kemajuan mampan merentasi pelbagai sektor.

NIOSH's Commitment to the SDGs

NIOSH remains committed to advancing all 17 Sustainable Development Goals (SDGs) through integrated efforts in occupational safety and health. Since 2023, the publication of NIOSH's annual ESG Report reflects a strategic move to embed sustainability into core operations that link worker well-being, innovation and environmental responsibility. This commitment affirms NIOSH's role in driving sustainable progress across sectors.



Alam Sekitar

NIOSH komited dalam mengurangkan impak terhadap alam sekitar melalui pelaksanaan pelbagai inisiatif yang memfokuskan kepada pengurangan jejak karbon, kecekapan sumber dan pengurusan sisa secara mampan.

Sepanjang tahun 2025, NIOSH telah melaksanakan program pengurangan karbon seperti penanaman pokok, penggunaan kenderaan elektrik (EV), inisiatif baja kompos daripada sisa makanan serta aktiviti kitar semula. Inisiatif ini menyumbang kepada pengurangan pelepasan karbon serta menyokong amalan ekonomi kitaran.

Dari segi penggunaan sumber, NIOSH berjaya merekodkan:

- Pengurangan penggunaan tenaga sebanyak 19%
- Pengurangan penggunaan air sebanyak 18%
- Pengurangan penggunaan kertas sebanyak 5%

Pengurangan ini adalah hasil daripada pelaksanaan langkah kecekapan tenaga, pemantauan penggunaan utiliti secara berkala serta pengukuhan inisiatif pendigitalan melalui penggunaan sistem e-Nota.

Selain itu, pemantauan pelepasan Gas Rumah Hijau (GHG) turut dilaksanakan meliputi penggunaan bahan api, operasi kenderaan serta aktiviti penerbangan. Penggunaan kenderaan elektrik telah menyumbang kepada pengurangan karbon sebanyak 2,189 kgCO₂e, manakala inisiatif kitar semula telah menghasilkan pengurangan kumulatif sebanyak 40,716 kgCO₂e bagi tempoh 2022 hingga 2025.

Environmental

NIOSH is committed to reducing its environmental impact through the implementation of various initiatives focusing on carbon footprint reduction, resource efficiency and sustainable waste management.

Throughout 2025, NIOSH implemented several carbon reduction programmes, including tree planting, the use of electric vehicles (EVs), composting initiatives from food waste, and recycling activities. These initiatives contributed to the reduction of carbon emissions while supporting circular economy practices.

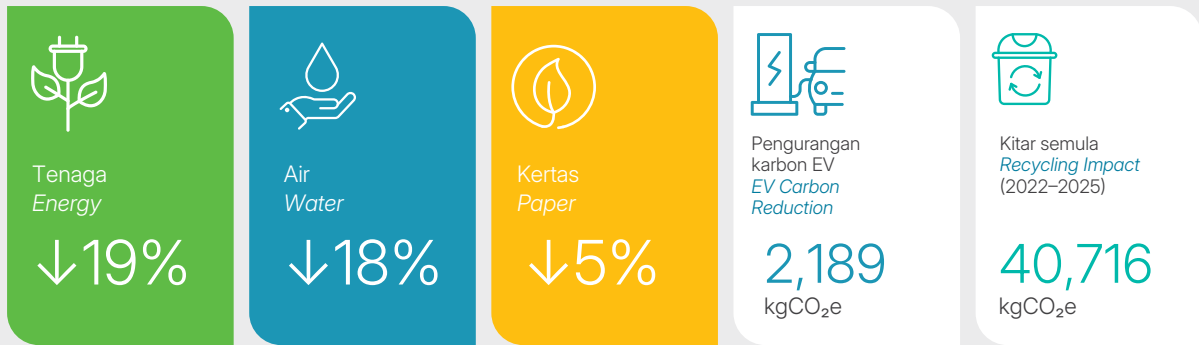
In terms of resource utilisation, NIOSH recorded:

- 19% reduction in energy consumption
- 18% reduction in water consumption
- 5% reduction in paper usage

These reductions were achieved through the implementation of energy efficiency measures, regular monitoring of utility consumption and the strengthening of digitalisation initiatives through the use of the e-Note system.

In addition, monitoring of Greenhouse Gas (GHG) emissions was carried out, covering fuel consumption, vehicle operations and air travel activities. The use of electric vehicles contributed to a carbon reduction of 2,189 kgCO₂e, while recycling initiatives resulted in a cumulative reduction of 40,716 kgCO₂e for the period 2022 to 2025.

Sorotan Prestasi Alam Sekitar Environmental Performance Highlights



Sosial

Dalam aspek sosial, NIOSH memberi penekanan kepada kesejahteraan pekerja, pembangunan bakat serta tanggungjawab sosial terhadap komuniti.

Pelbagai faedah telah disediakan kepada kakitangan termasuk perlindungan insurans kesihatan dan nyawa, kemudahan perubatan, sokongan kewangan serta program kesejahteraan mental dan fizikal. Bagi tahun 2025, perlindungan insurans berkelompok dianggarkan melebihi RM1.5 juta, manakala peruntukan perubatan tahunan adalah sebanyak RM1 juta.

NIOSH juga komited dalam pembangunan profesional kakitangan melalui latihan, peningkatan kemahiran serta tajaan pengajian. Di samping itu, pelbagai inisiatif kebajikan telah dilaksanakan termasuk bantuan kepada kakitangan yang terjejas, sumbangan perayaan serta pembayaran zakat berjumlah RM244,951.

Social

In the social dimension, NIOSH places strong emphasis on employee well-being, talent development and social responsibility towards the community.

A wide range of benefits has been provided to employees, including health and life insurance coverage, medical facilities, financial assistance, as well as mental and physical well-being programmes. For 2025, group insurance coverage is estimated at more than RM1.5 million, while the annual medical allocation amounts to RM1 million.

NIOSH is also committed to the professional development of its employees through training, skills enhancement and education sponsorship. In addition, various welfare initiatives have been implemented, including assistance for affected employees, festive contributions, and zakat payments amounting to RM244,951.

Dari segi keselamatan dan kesihatan pekerja (KKP), NIOSH melaksanakan pelbagai langkah termasuk:

- Pemantauan kemalangan dan penyakit
- Latihan kecemasan dan pengungsian bangunan
- Pemeriksaan tempat kerja dan jentera
- Pelaksanaan Program Return to Work (RTW)
- Taklimat keselamatan kepada kontraktor

Bagi tahun 2025, sebanyak 4 kes kemalangan direkodkan berbanding 7 kes kemalangan pada tahun 2024, menunjukkan tahap kawalan keselamatan yang berkesan.

In terms of occupational safety and health (OSH), NIOSH implemented various measures, including:

- *Monitoring of workplace accidents and occupational illnesses*
- *Emergency response and building evacuation drills*
- *Workplace and machinery inspections*
- *Implementation of the Return to Work (RTW) Programme*
- *Safety briefings for contractors*

In 2025, a total of 4 workplace accidents were recorded compared to 7 cases in 2024, reflecting an effective level of safety control.

Sorotan Prestasi Sosial Social Performance Highlights

Perlindungan insurans
Insurance Coverage

RM1.5
juta/million

Peruntukan perubatan
Medical Allocation

RM1
juta/million

Sumbangan zakat
Zakat Contribution

RM244,951

Kemalangan
Workplace Accidents

4
kes/cases

Panel klinik & hospital
Panel Clinics & Hospitals

160

Program RTW
RTW Programme

Dilaksanakan
Implemented

Tadbir Urus

NIOSH mengamalkan tadbir urus yang berteraskan prinsip ketelusan, integriti dan akauntabiliti bagi memastikan pengurusan organisasi dilaksanakan secara berkesan.

Struktur tadbir urus diperkukuh melalui peranan aktif Lembaga Pengarah dan jawatankuasa-jawatankuasa khusus yang bertanggungjawab dalam menentukan hala tuju strategik serta pematuhan organisasi.

Bagi memastikan integriti organisasi, NIOSH telah mengimplementasikan pelbagai polisi termasuk Polisi Antirasuah dan Antisogokan, Polisi Hadiah, Polisi Konflik Kepentingan dan Polisi Pemberi Maklumat. NIOSH juga telah memperoleh pensijilan ISO 37001:2016 Anti-Bribery Management System (ABMS) sebagai bukti komitmen terhadap pencegahan rasuah.

Dari aspek pengurusan risiko, NIOSH melaksanakan pendekatan sistematik melalui:

- HIRARC (230 risiko)
- Aspect & Impact (67 risiko)
- Corruption Risk Management (91 risiko)

Audit dalaman turut dilaksanakan secara berkala bagi memastikan kawalan dalaman yang berkesan.

Selain itu, NIOSH turut memenuhi tanggungjawab korporat melalui pembayaran cukai berjumlah RM8.01 juta serta pelaksanaan audit kewangan tahunan bagi memastikan ketelusan pengurusan kewangan.

Governance

NIOSH adopts a governance framework grounded in the principles of transparency, integrity and accountability to ensure effective organisational management.

The governance structure is strengthened through the active role of the Board of Directors and dedicated committees responsible for determining strategic direction and ensuring organisational compliance.

To uphold organisational integrity, NIOSH has implemented various policies, including the Anti-Corruption and Anti-Bribery Policy, Gift Policy, Conflict of Interest Policy and Whistleblowing Policy. NIOSH has also obtained the ISO 37001:2016 Anti-Bribery Management System (ABMS) certification as a testament to its commitment to preventing corruption.

In terms of risk management, NIOSH adopts a systematic approach through:

- *HIRARC (230 risks)*
- *Aspect & Impact (67 risks)*
- *Corruption Risk Management (91 risks)*

Internal audits are conducted regularly to ensure effective internal controls.

In addition, NIOSH fulfils its corporate responsibilities through tax contributions amounting to RM8.01 million, as well as the implementation of annual financial audits to ensure transparency in financial management.

HIRARC

230
risiko/risks

Aspect & Impact

67
risiko/risks

Corruption Risk
Management

91
risiko/risks

Sorotan Prestasi Tadbir Urus Governance Performance Highlights



Pensijilan
Certification

ISO
37001:2016



Cukai
Tax
Contribution

RM8.01
juta million



Risiko dikenal
pasti
Identified Risks

388



Pencapaian
Pelaksanaan
Strategik
Strategic Plan
Achievement

99%



Audit dalaman
Internal Audits

**Dilaksanakan
Implemented**

Kesimpulan

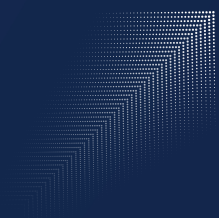
Secara keseluruhannya, prestasi ESG NIOSH bagi tahun 2025 menunjukkan kemajuan yang positif dalam memperkukuh amalan kelestarian, meningkatkan kesejahteraan warga kerja serta memperkukuh tadbir urus organisasi.

Pelaksanaan inisiatif ESG ini bukan sahaja menyumbang kepada pengurangan impak alam sekitar, malah memperkukuh hubungan sosial dan meningkatkan tahap kepercayaan pihak berkepentingan terhadap organisasi. Pendekatan ini akan terus menjadi asas dalam memacu NIOSH ke arah organisasi yang lebih mampan, berdaya tahan dan berdaya saing pada masa hadapan.

Conclusion

Overall, NIOSH's ESG performance for 2025 demonstrates positive progress in strengthening sustainability practices, enhancing employee well-being, and reinforcing organisational governance.

The implementation of these ESG initiatives has not only contributed to reducing environmental impact, but also strengthened social relationships and enhanced stakeholder confidence in the organisation. This approach will continue to serve as a foundation in driving NIOSH towards becoming a more sustainable, resilient and competitive organisation in the future.



LATIHAN

TRAINING

JABATAN LATIHAN

Menerusi proses penstrukturan semula, Jabatan Latihan kini terdiri daripada Bahagian Latihan dan Kompetensi Perundangan (TRCD) dan Bahagian Kesedaran Keselamatan dan Latihan (SATD).

Jabatan Latihan berperanan mengendalikan dan menyelaras pelbagai program latihan di seluruh kawasan Selangor, Kuala Lumpur, Putrajaya dan Negeri Sembilan bagi memastikan latihan dapat diakses secara meluas oleh pelbagai industri dan tenaga kerja.

Prestasi jabatan sepanjang 2025 amat memberangsangkan kerana berjaya mencapai sasaran yang telah dirancang di mana sebanyak 2875 program telah dilaksanakan melibatkan 64,313 peserta dari pelbagai sektor dan industri. Program latihan dijalankan secara berterusan setiap minggu di Ibu Pejabat NIOSH di Bandar Baru Bangi, premis pelanggan serta beberapa lokasi terpilih.

TRAINING DEPARTMENT

Following a restructuring process, the Training Department now comprises the Training and Regulatory Competency Division (TRCD) and the Safety Awareness and Training Division (SATD).

The Training Department is responsible for managing and coordinating a wide range of training programmes across Selangor, Kuala Lumpur, Putrajaya, and Negeri Sembilan, ensuring broad accessibility of training to various industries and segments of the workforce.

The Department's performance in 2025 was highly commendable, having successfully achieved its planned targets, with a total of 2,875 programmes implemented, involving 64,313 participants from diverse sectors and industries. Training programmes were conducted continuously on a weekly basis at the NIOSH Headquarters in Bandar Baru Bangi, at clients' premises, as well as at selected locations.



BAHAGIAN LATIHAN DAN KOMPETENSI PERUNDANGAN

Bahagian Latihan dan Kompetensi Perundangan (TRCD) bertanggungjawab dalam merancang dan melaksanakan kursus-kursus kompetensi berasaskan perundangan yang berkaitan dengan KKP.

Sepanjang tahun 2025, TRCD telah melaksanakan sebanyak 813 program latihan melibatkan seramai 14,407 orang peserta.

Terdapat 3 kategori latihan yang dijalankan, iaitu kompetensi perundangan, kompetensi kemahiran dan kesedaran.

Antara kursus-kursus yang ditawarkan adalah seperti berikut:

- Pegawai Keselamatan dan Kesihatan (SHO)
- Penyelia Keselamatan Tapak (SSS)
- Koordinator Keselamatan dan Kesihatan Pekerjaan (OSHC)
- Asas Kompetensi Perancah (BSC)
- Orang Dibenarkan dan Orang Bersedia Masuk Ruang Terkurung (AESP)
- Penguji Gas Bertauliah Ruang Terkurung (AGTES)
- Penaksiran Risiko Bahan Kimia Bahaya Kepada Kesihatan (CHRA)
- Juruteknik Higen (HT)
- Penaksiran Risiko Ergonomik (ERA)
- Doktor Kesihatan Pekerjaan (OHD)
- Jururawat Kesihatan Pekerjaan (OHN)

TRAINING AND REGULATORY COMPETENCY DIVISION

The Training and Regulatory Competency Division (TRCD) is responsible for planning and delivering regulatory-based competency courses related to occupational safety and health (OSH).

Throughout 2025, TRCD conducted a total of 813 training programmes, involving 14,407 participants.

Three main training categories were implemented, namely regulatory competency, skills competency, and awareness programmes.

Among the courses offered are as follows:

- *Safety and Health Officer (SHO)*
- *Site Safety Supervisor (SSS)*
- *Occupational Safety and Health Coordinator (OSHC)*
- *Basic Scaffolding Competency (BSC)*
- *Authorised Entrant and Standby Person for Confined Space (AESP)*
- *Authorised Gas Tester for Confined Space (AGTES)*
- *Chemical Health Risk Assessment (CHRA)*
- *Hygiene Technician (HT)*
- *Ergonomic Risk Assessment (ERA)*
- *Occupational Health Doctor (OHD)*
- *Occupational Health Nurse (OHN)*

AKTIVITI-AKTIVITI TRCD

A: PROGRAM LATIHAN KOMPETENSI PERUNDANGAN

- Penganjuran program latihan kompetensi perundangan bagi meningkatkan bilangan Orang yang Kompeten (OYK) yang berupaya memberi nasihat dan panduan dalam pengurusan risiko KKP.
- Sebanyak 612 program kompetensi perundangan telah dijalankan melibatkan seramai 10,957 peserta.
- Butiran penganjuran kursus adalah seperti berikut:

TRCD ACTIVITIES

A: REGULATORY COMPETENCY TRAINING PROGRAMMES

- *Conducting regulatory competency training programmes aimed at increasing the number of Competent Persons (CPs) who are capable of providing advice and guidance in occupational safety and health (OSH) risk management.*
- *A total of 612 regulatory competency programmes were conducted, involving 10,957 participants.*
- *The details of the training programmes conducted are as follows:*

No	Kursus/ Courses	Bil. Program/ Programmes	Jumlah Peserta/ Participants
1.	SHO	27	402
2.	SSS	11	322
3.	AESP	263	5056
4.	AGTES	56	869
5.	AESPR	199	3606
6.	AGTESR	25	274
7.	OHD	9	169
8.	CHRA	7	114
9.	HT2	5	64
10.	IAQ Assessor	4	17
11.	Scaffold Erector	6	64
Jumlah/ Total		612	10,957



**Kursus Kompetensi Perundangan (Aktiviti Praktikal
Kursus Juruteknik Higen 2)**

***Regulatory Competency Training (Practical Session –
Hygiene Technician Level 2 Course)***



**Kursus Kompetensi Perundangan (Aktiviti Praktikal
Kursus Keselamatan Ruang Terkurung)
*Regulatory Competency Course (Practical Activity –
Confined Space Safety Course)***



**Kursus Kompetensi Perundangan (Lawatan Tapak SHO)
*Regulatory Competency Course (SHO Site Visit)***



B: PROGRAM LATIHAN KOMPETENSI KEMAHIRAN
SKILLS COMPETENCY TRAINING PROGRAMMES

Butiran penganjuran kursus adalah seperti berikut;
The details of the training programmes conducted are as follows:

No	Kursus/ Courses	Bil. Program/ Programmes	Jumlah Peserta/ Participants
1.	OSH Coordinator	98	1782
2.	OSH CoordinatorMadani (CSR)	64	805
3.	ERA1	11	260
4.	ERA2	4	45
5.	OHN	3	28
6.	CMIA	3	240
Jumlah/ Total		183	3,160

- Sebanyak 183 program kemahiran perundangan telah dijalankan melibatkan seramai 3,160 peserta.
- Jabatan Latihan juga menganjurkan program CSR iaitu OSH-Coordinator MADANI melibatkan 64 program dan 805 peserta.
- *A total of 183 skills competency programmes were conducted, involving 3,160 participants.*
- *The Training Department also organised a Corporate Social Responsibility (CSR) programme, namely the OSH Coordinator MADANI Programme, comprising 64 programmes with the participation of 805 participants.*



Aktiviti Latihan Kursus Kompetensi Kemahiran 2025 (OSH-C MADANI)
Skills Competency Training Activities 2025 (OSH-C MADANI)



Aktiviti Latihan Kursus Kompetensi Kemahiran 2025 (Kursus ERA 1)
Skills Competency Training Activities 2025 (ERA 1 Course)

C: AKTIVITI PROGRAM KESEDARAN
AWARENESS PROGRAMME ACTIVITIES

- Sebanyak 18 program kesedaran telah dijalankan yang melibatkan 290 peserta.
- Butiran penganjuran kursus adalah seperti berikut;
- *A total of 18 awareness programmes were conducted, involving 290 participants.*
- *The details of the programmes conducted are as follows:*

No	Kursus Courses	Bil. Program Programmes	Jumlah Peserta Participants
1.	Safety and Health Enhancement Programme (SHEP)	5	42
2.	Safety and Health Officer Workshop (SHOW)	9	147
3.	Occupational Health Doctor Workshop (OHDW)	4	101
Jumlah / Total		18	290



Aktiviti Latihan Kursus Kesedaran 2025 (Kursus SHEP)
Awareness Training Activities 2025 (SHEP Course)

BAHAGIAN KEMAHIRAN DAN KESEDARAN LATIHAN

Bahagian Kemahiran Dan Kesedaran Latihan (SATD) bertanggungjawab merancang, menyelaraskan dan melaksanakan program latihan KKP bagi meningkatkan tahap kesedaran, kompetensi serta profesionalisme tenaga kerja di Malaysia.

Program-program latihan yang dilaksanakan memberi tumpuan kepada pembangunan pengetahuan asas keselamatan, peningkatan kemahiran teknikal serta pembangunan tenaga pengajar yang kompeten bagi menyokong pelaksanaan latihan keselamatan di pelbagai sektor industri.

Sepanjang tempoh pelaporan bagi tahun 2025, SATD telah melaksanakan pelbagai program latihan yang merangkumi Program Kesedaran, Program Kompetensi Kemahiran, Program Jurulatih serta Program Pasport Keselamatan, di samping memperluaskan kaedah penyampaian latihan melalui platform Remote Learning bagi meningkatkan capaian latihan kepada peserta di seluruh negara.

SAFETY AWARENESS AND TRAINING DIVISION

The Safety Awareness and Training Division (SATD) is responsible for planning, coordinating and implementing OSH training programmes aimed at enhancing awareness, competency and professionalism among the workforce in Malaysia.

The training programmes conducted focus on the development of fundamental safety knowledge, enhancement of technical skills and the development of competent trainers to support the delivery of safety training across various industry sectors. Throughout 2025, SATD implemented a wide range of training initiatives, including Awareness Programmes, Skills Competency Programmes, Trainer Development Programmes, and Safety Passport Programmes. In addition, the Division expanded its training delivery methods through the use of Remote Learning (RL) platforms to improve accessibility for participants nationwide.

A: SATD – FAKTA DAN ANGKA
SATD – FACTS AND FIGURES

Pencapaian utama SATD bagi tahun pelaporan adalah seperti berikut:
The key achievements of SATD for the reporting year are as follows:

<p>2,062 Program/ Programmes</p>	<p>Dilaksanakan melibatkan pelaksanaan program latihan merangkumi kesedaran, kompetensi kemahiran, pembangunan jurulatih serta pasport keselamatan. <i>Achieved through the implementation of training programmes covering awareness, skills competency, trainer development and safety passport programmes.</i></p>
<p>49,906 Peserta/ Participants</p>	<p>Dilatih daripada pelbagai sektor industri termasuk pembinaan, tenaga, pembuatan, perkhidmatan dan institusi kewangan. <i>Trained from a wide range of industry sectors, including construction, energy, manufacturing, services, and financial institutions.</i></p>
<p>4 Kategori/ Categories</p>	<p>Program latihan SATD dilaksanakan melalui empat kategori utama iaitu Program Kesedaran, Program Kompetensi Kemahiran, Program Jurulatih dan Program Passport Keselamatan. <i>SATD training programmes were implemented across four main categories, namely Awareness Programmes, Skills Competency Programmes, Trainer Development Programmes and Safety Passport Programmes.</i></p>
<p>331 Program/ Programmes</p>	<p>Remote Learning dilaksanakan melalui platform pembelajaran jarak jauh bagi meningkatkan capaian latihan kepada peserta di seluruh negara. <i>Remote Learning was delivered via distance learning platforms to expand access to training for participants across the country.</i></p>
<p>45,608 Peserta/ Participants</p>	<p>Program Passport Keselamatan merupakan komponen latihan terbesar di bawah SATD. <i>The Safety Passport Programme constitutes the largest training component under SATD</i></p>

B: PROGRAM KESEDARAN

Program Kesedaran dilaksanakan bagi meningkatkan kefahaman asas berkaitan KKP dalam kalangan pekerja serta pihak pengurusan organisasi.

Sepanjang tempoh pelaporan, sebanyak 76 program telah dilaksanakan daripada sasaran 101 program, iaitu pencapaian 75.2%, dengan penyertaan seramai 1,289 peserta atau 72.3% daripada sasaran keseluruhan 1,784 peserta.

Antara program yang mendapat sambutan menggalakkan termasuk Mental Health Awareness (MHA) dengan penyertaan seramai 143 peserta, diikuti ESHC (108 peserta), UIH (92 peserta) serta SMRW (91 peserta). Sambutan ini mencerminkan peningkatan kesedaran organisasi terhadap kepentingan pengurusan keselamatan, kesihatan dan kesejahteraan pekerja di tempat kerja.



Kelas Safety in the Use of Chemicals (STUC)
Safety in the Use of Chemicals (STUC) Course

B: AWARENESS PROGRAMMES

The Awareness Programmes were implemented to enhance fundamental understanding of occupational safety and health (OSH) among employees as well as organisational management.

During the reporting period, a total of 76 programmes were conducted against a target of 101 programmes, representing an achievement of 75.2%, with participation of 1,289 participants or 72.3% of the overall target of 1,784 participants.

Among the programmes that received encouraging participation were Mental Health Awareness (MHA) with 143 participants, followed by ESHC (108 participants), UIH (92 participants) and SMRW (91 participants). This response reflects the growing awareness among organisations of the importance of managing safety, health and employee well-being in the workplace.



Kursus Understanding and Implementation of Permit to Work (UPTW) di Jabatan Kimia Malaysia
Course on Understanding and Implementation of Permit to Work (UPTW) at the Department of Chemistry Malaysia



Kursus Effective Safety and Health Committee (ESHC) di Halton Manufacturing Sdn Bhd
Effective Safety and Health Committee (ESHC) Course at Halton Manufacturing Sdn Bhd

C: PROGRAM KOMPETENSI KEMAHIRAN

Program Kompetensi Kemahiran memberi tumpuan kepada pembangunan kemahiran teknikal serta kompetensi keselamatan bagi memastikan pekerja mampu melaksanakan tugas dengan selamat dan mematuhi piawaian keselamatan yang ditetapkan.

Bagi tahun pelaporan, sebanyak 195 program telah dilaksanakan daripada sasaran 204 program, iaitu pencapaian 95.6%, dengan penyertaan seramai 2,679 peserta atau 78.9% daripada sasaran keseluruhan 3,394 peserta.

Program Working Safely at Height (WAH) merupakan penyumbang utama dalam kategori ini dengan 108 sesi latihan dan penyertaan seramai 1,596 peserta, menjadikannya antara program kompetensi yang paling mendapat permintaan daripada industri. Selain itu, program BOFA (240 peserta) dan BRS (128 peserta) turut mencatatkan penyertaan yang signifikan.

C: SKILLS COMPETENCY PROGRAMMES

The Skills Competency Programmes focus on the development of technical skills and safety competencies to ensure that workers are able to perform their duties safely and in compliance with established safety standards.

During the reporting year, a total of 195 programmes were implemented against a target of 204 programmes, representing an achievement of 95.6%, with participation of 2,679 participants or 78.9% of the overall target of 3,394 participants.

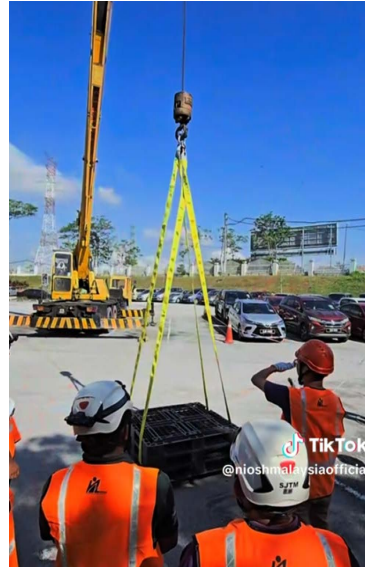
The Working Safely at Height (WAH) programme was the main contributor within this category, with 108 training sessions involving 1,596 participants, making it one of the most in-demand competency programmes among industry players. In addition, the BOFA (240 participants) and BRS (128 participants) programmes also recorded significant participation.



Kursus Safe Handling of Forklift Truck (SHFT)
Safe Handling of Forklift Truck (SHFT) Course



Kursus Working Safely at Height (WAH)
Working Safely at Height (WAH) Course



Kursus Basic Rigging Slings (BRS)
Basic Rigging Slings (BRS) Course

D: PROGRAM JURULATIH

Program Jurulatih dilaksanakan bagi membangunkan tenaga pengajar yang kompeten dan berkelayakan dalam menyampaikan latihan KKP secara efektif.

Sepanjang tempoh pelaporan, sebanyak 24 program telah dilaksanakan daripada sasaran 25 program, mencatatkan pencapaian 96.0%, dengan penyertaan seramai 330 peserta atau 70.2% daripada sasaran keseluruhan 470 peserta.

Program Train the Trainer Level 1 (TTT1) merupakan program utama dalam kategori ini dengan 22 sesi latihan dan penyertaan seramai 322 peserta, sekaligus memainkan peranan penting dalam melahirkan tenaga pengajar yang berkualiti bagi menyokong penyampaian latihan keselamatan di pelbagai sektor industri.

D: TRAINER DEVELOPMENT PROGRAMMES

The Trainer Development Programmes are implemented to develop competent and qualified trainers capable of delivering OSH training effectively.

During the reporting period, a total of 24 programmes were conducted against a target of 25 programmes, achieving 96.0%, with participation of 330 participants or 70.2% of the overall target of 470 participants.

The Train the Trainer Level 1 (TTT1) programme was the main contributor within this category, with 22 training sessions involving 322 participants, playing a significant role in producing quality trainers to support the delivery of safety training across various industry sectors.



Kursus OSH Train the Trainer Competency Based Programme (TTT1)
OSH Train the Trainer Competency Based Programme (TTT1) Course

E: PROGRAM PASPORT KESELAMATAN

Program Pasport Keselamatan merupakan komponen terbesar latihan di bawah SATD yang bertujuan memastikan pekerja mempunyai pengetahuan asas keselamatan sebelum memasuki tapak kerja atau sektor industri tertentu.

Sepanjang tempoh pelaporan, sebanyak 1,767 program telah dilaksanakan daripada sasaran 1,793 program, mencatatkan pencapaian 98.5%, dengan penyertaan seramai 45,608 peserta atau 88.3% daripada sasaran keseluruhan 51,673 peserta.

Program NIOSH Tenaga Safety Passport (NTSP) mencatatkan penyertaan tertinggi dengan 468 sesi latihan dan 13,386 peserta, diikuti EOSP (6,842 peserta) serta ANSP (5,809 peserta). Pencapaian ini menunjukkan kepentingan program pasport keselamatan sebagai prasyarat kemasukan pekerja ke tapak kerja di pelbagai sektor industri.

E: SAFETY PASSPORT PROGRAMMES

The Safety Passport Programmes represent the largest training component under SATD and are aimed at ensuring that workers possess fundamental safety knowledge prior to entering worksites or specific industry sectors.

During the reporting period, a total of 1,767 programmes were conducted against a target of 1,793 programmes, achieving 98.5%, with participation of 45,608 participants or 88.3% of the overall target of 51,673 participants.

The NIOSH Tenaga Safety Passport (NTSP) recorded the highest participation, with 468 training sessions involving 13,386 participants, followed by EOSP (6,842 participants) and ANSP (5,809 participants). This achievement highlights the critical importance of safety passport programmes as a prerequisite for workers entering worksites across various industry sectors.



Pasport Keselamatan Air Selangor (ANSP)
Air Selangor Safety Passport (ANSP)



NIOSH Tenaga Safety Passport (NTSP)
NIOSH Tenaga Safety Passport (NTSP)



NIOSH Tenaga Safety Leader Passport (NTSLP) di Malaysia Transformer Manufacturing Sdn Bhd
NIOSH Tenaga Safety Leader Passport (NTSLP) at Malaysia Transformer Manufacturing Sdn Bhd

F: RINGKASAN PRESTASI SATD 2025
F: SUMMARY OF SATD PERFORMANCE FOR 2025

Kategori Program/ Categories	Sasaran Program/ Programme Targets	Program Dilaksana/ Implemented	Pencapaian (%) Achievement	Sasaran Peserta/ Participant Targets	Peserta Hadir/ Attendees	Pencapaian (%) Achievement
Program Kesedaran <i>Awareness Program</i>	101	76	75.2	1,784	1,289	72.3
Program Kompetensi Kemahiran <i>Skills Competency Programmes</i>	204	195	95.6	3,394	2,679	78.9
Program Jurulatih <i>Trainer Programmes</i>	25	24	96.0	470	330	70.2
Program Pasport Keselamatan <i>Safety Passport Programmes</i>	1,793	1,767	98.5	51,673	45,608	88.3
Jumlah / Total	2,123	2,062	97.1	57,321	49,906	87.1

G: PELAKSANAAN PROGRAM REMOTE LEARNING

Bagi memperluaskan capaian latihan serta menyesuaikan penyampaian program dengan perkembangan teknologi pembelajaran digital, SATD turut melaksanakan program latihan melalui kaedah Remote Learning (RL).

Sepanjang tempoh pelaporan, sebanyak 331 program RL telah dilaksanakan melibatkan penyertaan seramai 6,998 peserta daripada pelbagai sektor industri. Pecahan program RL adalah seperti berikut:

G: IMPLEMENTATION OF REMOTE LEARNING PROGRAMMES

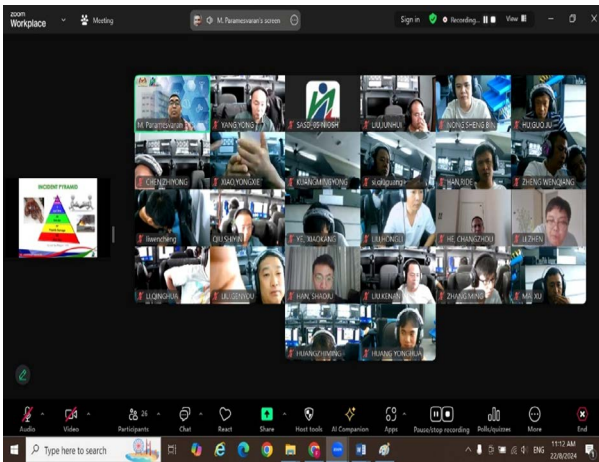
To expand training accessibility and align programme delivery with advancements in digital learning technologies, SATD also implemented training programmes through Remote Learning (RL).

During the reporting period, a total of 331 RL programmes were conducted, involving 6,998 attendees from various industry sectors. The breakdown of RL programmes is as follows:

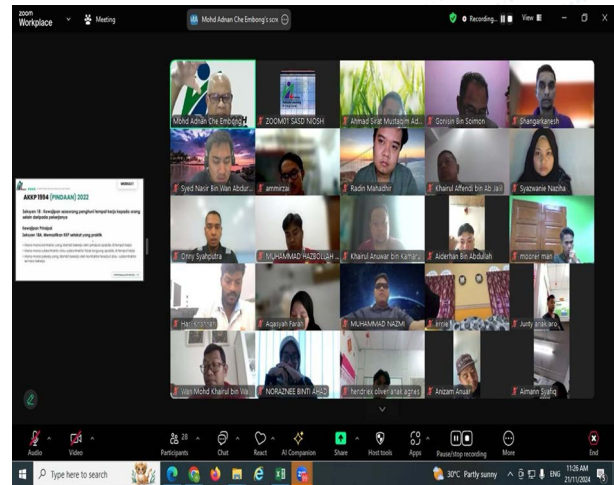
Program Pasport Keselamatan (RL) <i>Safety Passport Programmes (RL)</i>	Sebanyak 304 program telah dilaksanakan melibatkan 6,491 peserta, menunjukkan permintaan yang tinggi terhadap latihan passport keselamatan secara dalam talian. <i>A total of 304 programmes were conducted, involving 6,491 participants, indicating strong demand for online safety passport training.</i>
Program Kesedaran dan Kompetensi (RL) <i>Awareness and Competency Programmes (RL)</i>	Sebanyak 20 program telah dilaksanakan untuk 413 peserta, melibatkan pelbagai modul latihan berkaitan KKP. <i>A total of 20 programmes were conducted for 413 attendees, covering various training modules related to OSH.</i>
Program Jurulatih (RL) <i>Trainer Programmes (RL)</i>	Sebanyak 7 program Train the Trainer Level 1 (TTT1-RL) telah dilaksanakan dengan penyertaan seramai 94 peserta. <i>A total of 7 Train the Trainer Level 1 (TTT1-RL) programmes were conducted involving 94 participants.</i>

Pelaksanaan kaedah pembelajaran ini membolehkan SATD memperluaskan akses kepada latihan keselamatan secara lebih fleksibel serta meningkatkan penyertaan peserta dari pelbagai lokasi di seluruh negara.

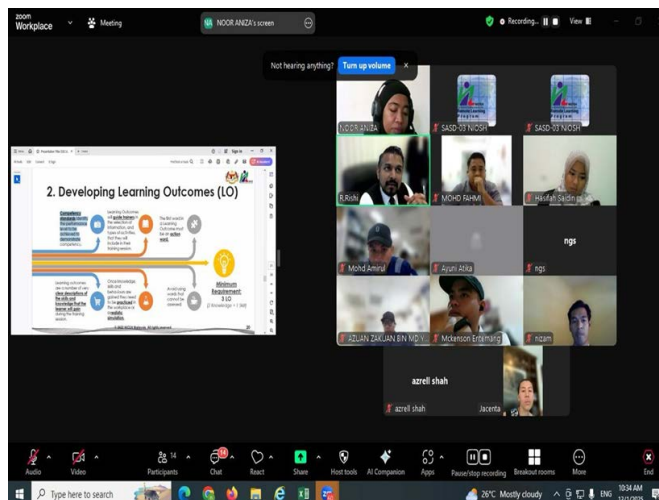
The implementation of this learning RL approach enabled SATD to expand access to safety training in a more flexible manner, while increasing participation from attendees across various locations nationwide.



Kursus CSPA-RL
CSPA-RL Course



Kursus OGSP-RL
OGSP-RL Course



Kursus TTT1-RL
TTT1-RL Course

H: RINGKASAN PRESTASI PROGRAM REMOTE LEARNING SATD 2025
H: SATD Remote Learning Performance Summary 2025

Kategori Program <i>Categories</i>	Program Dilaksana <i>Implemented</i>	Peserta Hadir <i>Attendees</i>
Passport Keselamatan (RL) <i>Safety Passport (RL)</i>	304	6,491
Program Kesedaran & Kompetensi (RL) <i>Awareness & Competency Programmes (RL)</i>	20	413
Program Jurulatih (TTT1-RL) <i>Trainer Programmes (TTT1-RL)</i>	7	94
Jumlah/ Total	331	6,998

G: INISIATIF STRATEGIK SATD 2025

i) PROGRAM NIOSH FINANCIAL INSTITUTION SAFETY PASSPORT (NFISP)

Pada bulan Mei 2025, SATD telah melancarkan program NIOSH Financial Institution Safety Passport (NFISP) bagi memenuhi keperluan sektor perbankan dan institusi kewangan yang semakin memberi perhatian terhadap aspek KKP di tempat kerja.

Sejak diperkenalkan, program ini telah mencatatkan 16 sesi latihan dengan penyertaan seramai 397 peserta, menunjukkan sambutan yang memberangsangkan daripada sektor perbankan dan kewangan.



G: SATD STRATEGIC INITIATIVES 2025

i) NIOSH FINANCIAL INSTITUTION SAFETY PASSPORT (NFISP) PROGRAMME

In May 2025, SATD launched the NIOSH Financial Institution Safety Passport (NFISP) Programme to meet the growing needs of the banking and financial services sector, which has increasingly prioritised OSH in the workplace.

Since its introduction, the programme has recorded 16 training sessions with the participation of 397 attendees, reflecting encouraging uptake from the banking and financial sector.

Kursus NFISP di SECOM (M) Sdn Bhd
 NFISP Course at SECOM (M) Sdn Bhd

ii) WAH FOR WOMEN

Sebagai usaha menggalakkan penglibatan wanita dalam bidang keselamatan pekerjaan, SATD telah melaksanakan sesi Working Safely at Height for Women (WAHW).

Sepanjang tempoh pelaporan, sebanyak 2 sesi latihan telah dijalankan dengan penyertaan seramai 15 peserta, mencerminkan minat yang semakin meningkat dalam kalangan wanita untuk menyertai latihan keselamatan teknikal khususnya dalam bidang kerja di tempat tinggi.

ii) WAH FOR WOMEN

As part of efforts to encourage greater women participation in occupational safety, SATD implemented the Working Safely at Height for Women (WAHW) sessions.

During the reporting period, a total of two training sessions were conducted, involving 15 attendees, reflecting growing interest among women in participating in technical safety training, particularly in working at height.



Kursus Working Safely at Height for Women (WAHW)
Working Safely at Height for Women (WAHW) Course

iii) KERJASAMA DENGAN CSG

Program Latihan Pengawal Keselamatan Bertauliah (Certified Security Guard - CSG) disediakan khusus untuk pengawal keselamatan di bawah kelolaan bersama Kementerian Dalam Negeri, Polis Diraja Malaysia dan Persatuan Perkhidmatan Kawalan Keselamatan Malaysia (PPKKM). Seiring dengan komitmen Kementerian Dalam Negeri untuk memantapkan lagi kualiti perkhidmatan syarikat keselamatan di Malaysia, NIOSH telah membentuk kerjasama strategik dengan pihak terbabit bagi melaksanakan kursus asas pengurusan KKP kepada peserta CSG yang terlibat. Program latihan CSG merangkumi modul yang mengandungi topik-topik penting berkaitan KKP seperti pertolongan cemas, pencegahan kebakaran, disiplin dan integriti kakitangan, komunikasi berkesan, pengendalian senjata api asas dan cota serta dan latihan mempertahankan diri. Sepanjang tahun 2025, NIOSH telah berjaya melatih seramai 10,845 orang peserta CSG di enam zon di seluruh Malaysia iaitu di wilayah Utara, Timur, Tengah, Selatan serta Sabah dan Sarawak.

iii) COLLABORATION WITH CSG

The Certified Security Guard (CSG) Training Programme is specifically designed for security personnel and is jointly coordinated by the Ministry of Home Affairs, the Royal Malaysia Police, and the Security Services Association of Malaysia (PPKKM). In line with the Ministry of Home Affairs' commitment to strengthening the quality of security service providers in Malaysia, NIOSH has established a strategic collaboration with the relevant parties to deliver foundational occupational safety and health (OSH) management training to CSG participants. The CSG training programme comprises modules covering key OSH-related topics, including first aid, fire prevention, staff discipline and integrity, effective communication, basic firearms and baton handling, as well as self-defence training. Throughout 2025, NIOSH successfully trained a total of 10,845 CSG participants across six zones nationwide, namely the Northern, Eastern, Central, and Southern regions, as well as Sabah and Sarawak.



Kelas CSG di Pusat Latihan Polis (PULAPOL) Air Hitam, Negeri Sembilan
CSG Course at Pusat Latihan Polis (PULAPOL) Air Hitam, Negeri Sembilan



Kelas CSG di Maktab Teknik PDRM, Bakri
CSG Course at Maktab Teknik PDRM, Bakri

iv) KERJASAMA DENGAN ILKEM

Sepanjang tahun 2025, sebanyak 12 sesi program kesedaran KKP telah dijalankan di Institut Latihan Keselamatan Perlindungan Malaysia (ILKEM) dan melibatkan 1,072 peserta daripada Pejabat Ketua Pegawai Keselamatan Kerajaan Malaysia (CGSO). Para peserta telah menjalani kursus pengurusan keselamatan dan kesihatan di tempat kerja.

iv) COLLABORATION WITH ILKEM

Throughout 2025, a total of 12 OSH awareness programme sessions were conducted at the Malaysia Protective Security Training Institute (ILKEM), involving 1,072 participants from the Office of the Chief Government Security Officer of Malaysia (CGSO). Participants attended training on OSH management in the workplace, aimed at strengthening safety practices within government security operations.



Program Kesedaran KKP di ILKEM
OSH Awareness Programme at ILKEM



**JABATAN PERUNDINGAN,
PENYELIDIKAN &
PEMBANGUNAN (CRDD)**
*CONSULTANCY, RESEARCH &
DEVELOPMENT DEPARTMENT*

KHIDMAT RUNDINGAN CONSULTANCY SERVICES

Pengenalan

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

Jabatan Perundingan, Penyelidikan dan Pembangunan (CRDD) NIOSH telah beroperasi sejak tahun 2008 bagi melaksanakan salah satu fungsi teras NIOSH, iaitu penyediaan khidmat rundingan berkaitan KKP bagi tujuan penambahbaikan berterusan di tempat kerja.

Berikut merupakan kategori khidmat rundingan yang disediakan:

Introduction

As stipulated in NIOSH's establishment objectives, consultancy services constitute one of the organisation's core functions in providing optimal and practical solutions to Occupational Safety and Health (OSH) issues, particularly for the industrial and public sectors.

The NIOSH Consultancy, Research and Development Department (CRDD) has been operational since 2008 to carry out one of NIOSH's key functions, namely the provision of OSH-related consultancy services aimed at continuous workplace improvement.

The following are the categories of consultancy services provided:



Pematuhan Perundangan (RC) – Khidmat rundingan berkaitan pematuhan perundangan oleh pihak majikan dalam memastikan keselamatan dan kesihatan di tempat kerja berdasarkan Akta Keselamatan dan Kesihatan Pekerjaan (AKKP) 1994

Regulatory Compliance (RC) – *Consultancy services related to employers' compliance with legal requirements in ensuring workplace safety and health in accordance with the Occupational Safety and Health Act 1994.*



Khidmat Nasihat (AS) – Khidmat rundingan berkaitan pelaksanaan aktiviti bagi mewujudkan tempat kerja yang selamat dan sihat mengikut keperluan organisasi.

Advisory Services (AS) – *Consultancy services related to the implementation of activities to establish a safe and healthy workplace in accordance with organisational requirements.*



Perkhidmatan Teknikal (TS) – Khidmat rundingan berkaitan analisis dan ujian bagi menyediakan pembuktian saintifik terhadap sampel yang dihantar ke makmal OSHECT NIOSH.

Technical Services (TS) – *Consultancy services related to analysis and testing to provide scientific evidence for samples submitted to the NIOSH OSHECT laboratories.*



Penyelesaian KKP (OS) – Khidmat rundingan berkaitan pembangunan sistem pengurusan serta pemantauan prestasi keselamatan dan kesihatan pekerjaan.

OSH Solutions (OS) – *Consultancy services related to the development of management systems and the monitoring of occupational safety and health performance.*

Penyediaan perkhidmatan ini selaras dengan misi NIOSH dalam membantu industri melaksanakan KKP di tempat kerja. Secara keseluruhannya, lebih daripada 50 jenis perkhidmatan ditawarkan di bawah khidmat rundingan NIOSH.

The provision of these services is aligned with NIOSH's mission to support industry in implementing Occupational Safety and Health (OSH) at the workplace. Overall, more than 50 types of services are being offered under NIOSH's consultancy services.



Kategori Khidmat Rundingan NIOSH
Categories of NIOSH Consultancy Services

PEMATUHAN PERUNDANGAN (RC) REGULATORY COMPLIANCE

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 Pekerjaan.

- Penilaian Risiko Kimia Kesihatan (CHRA)
- Penaksiran Risiko Bising (NRA)
- Analisis Ujian Audiometri (ATA)
- Pengawasan Perubatan (MS)
- Pemantauan Pendedahan Bahan Kimia (CEM)
- Kualiti Udara Dalam (IAQ)
- Inspeksi dan Pengujian Sistem Ventilasi Ekzos Lokal (LEV)



Regulatory Compliance activities that are conducted to assist employers resolve workplace issues and also prepare Regulatory Reports based on compliance towards OSH Procedures.

- Chemical Health Risk Assessment (CHRA)
- Noise Risk Assessment (NRA)
- Audiometric Testing Analysis (ATA)
- Medical Surveillance (MS)
- Chemical Exposure Monitoring (CEM)
- Indoor Air Quality (IAQ)
- Inspection And Testing Of Local Exhaust Ventilation System (LEV)

PENYELESAIAN KKP (OS) OSH SOLUTIONS (OS)

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

Activities that are conducted to assist employers identify workplace solutions, and also prepare OSH Solution Report that will deliver effective improvements in the workplace.

Penilaian Risiko Ergonomik (ERA) Ergonomic Risk Assessment (ERA)

- Penilaian Risiko Ruang Terkandung (CSRA) / *Confined Space Risk Assessment (CSRA)*
- Sistem Pengurusan KKP (OSHMS) / *OSH Management System (OSHMS)*



- Kajian Penilaian Garis Dasar (BAS) / *Baseline Assessment Study (BAS)*
- Analisis Bahaya Pekerjaan (JHA/ HIRARC) / *Job Hazard Analysis (JHA) / HIRARC*
- Keselamatan Berasaskan Perilaku (BBS) / *Behaviour Base Safety (BBS)*



Audit Keselamatan Safety Audit (SA)

KHIDMAT NASIHAT KKP (AS) ADVISORY SOLUTIONS (AS)

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

Consultancy services that are conducted to assist employers determine OSH solutions in the workplace.



Promosi Kesejahteraan Kesihatan Menyeluruh (TWHP)
Total Wellness Health Promotion (TWHP)



Pengenalpastian Bahaya, Penilaian Risiko, dan Kawalan Risiko (HIRARC)
Hazard Identification, Risk Assessment, and Risk Control (HIRARC)



Penyesuaian Latihan (CT)
Customised Training (CT)

PERKHIDMATAN TEKNIKAL (TS) TECHNICAL SERVICES (TS)

Aktiviti yang dijalankan untuk menganalisis sampel dalam dan luaran bagi parameter alam bina yang telah diakreditasi.

Activities that are conducted to analyse indoor and outdoor samples within accredited parameters of a built environment.

- Menjalankan analisis terhadap sampel alam sekitar, biokimia dan mikrobiologi / *To conduct analysis on samples collected from the natural surrounding environment, biochemical elements, and microbiological matter*
- Membangunkan Kaedah Ujian dan Pengesahan (Validasi) Ujian / *To develop Methods for Testing and Validating Tests*
- Makmal Analisis Kebersihan Industri (IHAL) - contohnya: Mikrobiologi, Kimia / *Industrial Hygiene and Analysis Laboratory (IHAL) – example: microbiology, chemical*



Laporan Aktiviti

Di sebalik pelbagai cabaran, CRDD berjaya merekodkan pencapaian sebanyak 52% daripada yang disasarkan untuk tahun 2025 iaitu 389 projek berbanding 750 projek. Khidmat Nasihat KKP mencatatkan pencapaian tertinggi iaitu 54% diikuti Pematuhan Perundangan KKP (51%) dan Penyelesaian KKP (42%). Sejumlah 141 pelanggan dari seluruh negara telah menghantar sampel kajian bagi menganalisis kandungan asbestos dan pelarut organik. Sambutan yang semakin meningkat sejak pandemik COVID-19 turut disokong kejayaan CRDD NIOSH mendapatkan pensijilan sistem kualiti makmal (ISO 17025) serta pengiktirafan sebagai makmal cemerlang selama lebih 10 tahun secara berturut-turut.

Pencapaian aktiviti khidmat rundingan berdasarkan kepada kategori dan jumlah sampel analisis makmal yang dicapai bagi tahun 2025 secara terperinci adalah seperti berikut:

Activity Report

Despite various challenges, CRDD recorded an overall achievement of 52% of its 2025 target, with 389 projects completed against a target of 750 projects. Advisory Services (OSH) recorded the highest achievement at 54%, followed by Regulatory Compliance (OSH) at 51% and OSH Solutions at 42%. A total of 141 clients nationwide submitted samples for the analysis of asbestos content and organic solvents. The increasing demand since the COVID-19 pandemic has been further supported by CRDD NIOSH's achievement in obtaining laboratory quality management system certification (ISO 17025) and its recognition as an excellent laboratory for more than 10 consecutive years.

The detailed performance of consultancy activities based on categories and the total number of laboratory samples analysed for 2025 is as follows:

Khidmat Rundingan 2025 *Consultancy Activities in 2025*

Kategori <i>Categories</i>	Sasaran Projek <i>Projects Target</i>	HQ	NTGO	NPHO	NPNO	NJHO	NSBO	NSWO	Jumlah Keseluruhan Projek Selesai <i>Total Completed Projects</i>	% Projek Selesai <i>Project Completed</i>
RC	150	32	14	6	2	18	2	2	76	51%
OS	65	9	3	1	0	13	0	1	27	42%
AS	35	12	0	0	0	7	0	0	19	54%
TS	500	267							267	53%
JUMLAH PROJEK TOTAL PROJECTS	750	320	17	7	2	38	2	3	389	52%
JUMLAH KLIEN OSHECT TOTAL OSHECT CLIENTS	100	141							141	141%

** Bilangan aktiviti khidmat rundingan NIOSH yang dijalankan di Ibu Pejabat NIOSH Bandar Baru Bangi (HQ), Pejabat NIOSH Negeri Terengganu (NTGO), Pejabat NIOSH Negeri Pahang (NPHO), Pejabat NIOSH Negeri Pulau Pinang (NPNO), Pejabat NIOSH Negeri Johor (NJHO), Pejabat NIOSH Negeri Sabah (NSBO) dan Pejabat NIOSH Negeri Sarawak (NSWO).

** *The number of consultancy services conducted by NIOSH at its Headquarters in Bandar Baru Bangi (HQ), Terengganu State Office (NTGO), Pahang State Office (NPHO), Penang State Office (NPNO), Johor State Office (NJHO), Sabah State Office (NSBO), and Sarawak State Office (NSWO).*

Projek-projek Khidmat Rundingan bagi Pematuhan Perundangan (RC) merangkumi:

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

Projek-projek RC telah dijalankan oleh NIOSH menerusi jaringan kerjasama dengan pelbagai pihak syarikat dan agensi. Aktiviti ini melibatkan Pakar Teknikal NIOSH dan Orang yang Kompeten (OYK) NIOSH yang berlangsung sepanjang tahun 2025.

The consultancy projects under Regulatory Compliance (RC) comprise the following:

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

These RC projects were carried out by NIOSH through collaborative networks with various companies and agencies. The activities involved NIOSH technical experts and Competent Persons (OYK), and were conducted throughout 2025.

Indoor Air Quality (IAQ)



12 – 18 Februari/February 2025 | Sapura Energy Berhad



30 April 2025 | Universiti Kuala Lumpur



05 – 07 Mei/May 2025 | Perbadanan Putrajaya (PPJ)



15 – 16 Jun / *June* 2025 |
Kemaman Supply Base, Terengganu



23 Jun / *June* 2025 |
**Makmal Keselamatan dan Kualiti Makanan,
Bukit Kayu Hitam
Food Safety and Quality Laboratory, Bukit Kayu Hitam**



21 Julai / *July* 2025 | **Eastern Pacific Industry Corporation (EPIC)**





25 – 28 Ogos/August 2025 | Universiti Sains Islam Malaysia (USIM)



08 – 09 Oktober / October 2025 | UTM Kampus Pagoh / UTM Pagoh Campus

Noise Risk Assessment (NRA)



19 – 20 Januari / *January* 2025 | EMBA Malaysia Sdn Bhd



09 – 11 Februari / *February* 2025 |
Ain Medicare Sdn Bhd, Kota Bahru Kelantan



25 – 26 Ogos / *August* 2025 |
Majlis Perbandaran Pengerang, Johor

Inspection and Testing of LEV System



21 Ogos / August 2025 | UTM Kampus Pagoh / UTM Pagoh Campus



19 – 20 November 2025 |
Politeknik Tun Syed Nasir Syed Ismail Pagoh



24 – 27 November 2025 |
Universiti Tun Hussein Onn Malaysia (UTHM) Cawangan
Pagoh
Universiti Tun Hussein Onn Malaysia (UTHM), Pagoh
Campus

Chemical Health Risk Assessment (CHRA)



8 Januari / *January* 2025 |
SD Guthrie, Dusun Durian Estate



22 Januari / *January* 2025 |
Perodua Sales Sdn Bhd, Senawang



20 Februari / *February* 2025 |
PS Pipeline Sdn Bhd, Senawang



19 – 20 Mei / *May* 2025 |
EPIC Kemaman Supply Base, Kemaman



29 Mei / May 2025 | ADTEC JTM Senai



17 Jun / June 2025 |
Perodua Sales Sdn Bhd, Muar



24 Jun / June 2025 |
Grand Continental Hotel, KL



27 Ogos / August 2025 |
PSSB Ulu Tiram Hub, Johor



28 Ogos / August 2025 |
PSSB Kulai Hub Johor

Chemical Exposure Monitoring (CEM)



6 Mei / May 2025 | Konsortium Pelabuhan Kemaman



18 – 19 November 2025 |
Evo Hi-Tech Consultation Sdn Bhd, Kapar, Selangor



18 Disember / December 2025 |
PS Pipeline Sdn Bhd

Medical Surveillance (MS)



29 April 2025 |
UNIKL MESTECH, Kajang



23 Oktober / October 2025 |
FRIM, Kepong, Kuala Lumpur

Projek-projek Khidmat Rundingan bagi Penyelesaian KKP (OS) merangkumi:

- Ergonomic Risk Assessment (ERA)
- Safety Audit

The consultancy projects under OSH Solutions (OS) comprise the following:

- *Ergonomic Risk Assessment (ERA)*
- *Safety Audit*

Ergonomic Risk Assessment (ERA)



16 – 17 Jun / *June* 2025 |
Wisma FELCRA, KL



17 – 18 November 2025 |
STMicroelectronics Sdn. Bhd.
(Muar. Johor), Johor

Safety Audit



2 November 2025 |

Customised Programme: Workshop for Effective Safety and Health Committee for HSE committee di PETRONAS Chemicals Group Berhad (PCG), Terengganu

Customised Programme: Workshop for Effective Safety and Health Committee for HSE committee at PETRONAS Chemicals Group Berhad (PCG), Terengganu



18 – 20 November 2025 |

Assessment of Safety Performance & Implementation GAP Analysis di Malakoff Corporation Berhad

Assessment of Safety Performance & Implementation GAP Analysis at Malakoff Corporation Berhad



16 – 17 Disember / December 2025 |

Assessment of Safety Performance & Implementation GAP Analysis for Prai Power Plant (PPP) di Malakoff Corporation Berhad

Assessment of Safety Performance & Implementation GAP Analysis for Prai Power Plant (PPP) at Malakoff Corporation Berhad

Projek-projek Khidmat Nasihat KKP (AS) :
Consultancy Projects under OSH Advisory Services (AS):

Workplace Improvement Need Analysis (WINA)



13 Ogos / August 2025 |
WINA di LRA Karak Indah
WINA at LRA Karak Indah



06 Oktober / October 2025 |
**WINA & Vision Zero PERKESO di Mega Alpha
Technology Sdn Bhd, Seremban**
**WINA & Vision Zero PERKESO at Mega Alpha
Technology Sdn Bhd, Seremban**



11 November 2025 |
WINA di Tadika Chung Hwa Penampang
WINA at Tadika Chung Hwa Penampang

Ergonomic Improvement Programme



7 Oktober / October 2025 |

Ergonomic Improvement Program for SOCSO Referral Cases at IWK Sdn Bhd (Unit Skudai), Johor



13 Oktober / October 2025 |

Ergonomic Improvement Program for SOCSO Referral Cases at LRA Sultan Iskandar, SAJ Ranhill Sdn Bhd, Pasir Gudang Johor

Total Wellness and Health Promotion (TWHP)



22 Oktober / October 2025 |
TWHP at Gas District Cooling, (GDC) Putrajaya

Respirator Fit Test



22 Oktober / October 2025 |
**Jabatan Kecemasan, Hospital Ampang
Emergency Department, Ampang Hospital**



4 Jun / June 2025 |
Enproserve Sdn Bhd, Pengerang



17 Julai / July 2025 |
Hospital Tunku Jaafar Seremban

PENYELIDIKAN DAN PEMBANGUNAN (R&D) RESEARCH AND DEVELOPMENT (R&D)

Penyelidikan dan Pembangunan sebagai Fungsi Teras NIOSH

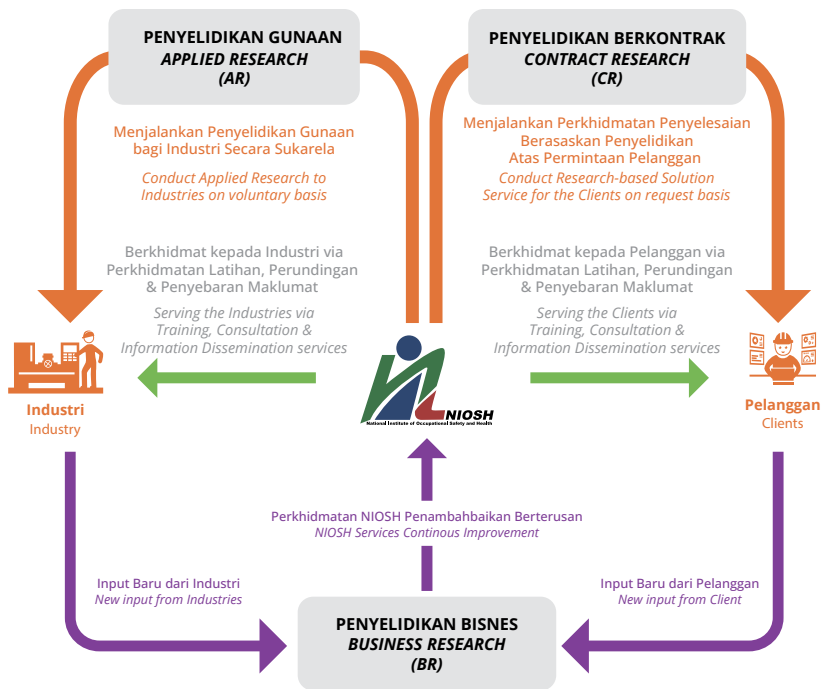
Penyelidikan dan pembangunan (R&D) merupakan pendekatan penyelesaian jangka panjang yang berkesan bagi menangani isu-isu keselamatan dan kesihatan pekerjaan (KKP) yang dihadapi oleh industri. Sejalan dengan objektif penubuhannya sebagaimana yang dinyatakan dalam Memorandum and Articles of Association, NIOSH bertanggungjawab melaksanakan penyelidikan dalam bidang KKP yang memberi manfaat serta menyumbang kepada kesejahteraan negara. Sehubungan itu, NIOSH telah menjadikan aktiviti R&D sebagai salah satu fungsi teras organisasi, selari dengan pelaksanaan program latihan, khidmat perundingan dan aktiviti penyebaran maklumat berkaitan KKP.

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

Research and Development as a Core Function of NIOSH

Research and Development (R&D) serves as an effective long-term approach to addressing Occupational Safety and Health (OSH) issues faced by industry. In line with its establishment objectives, as outlined in the Memorandum and Articles of Association, NIOSH is responsible for conducting research in the field of OSH that contributes to national well-being. Accordingly, NIOSH has positioned R&D as one of its core organisational functions, alongside the implementation of training programmes, consultancy services, and the dissemination of OSH-related information.

In principle, NIOSH's research policy has been developed to address various emerging and existing issues as follows:



Kerangka Aktiviti Penyelidikan NIOSH
NIOSH Research Activity Framework

Kerangka Aktiviti Penyelidikan NIOSH

Aktiviti R&D NIOSH telah bermula seawal tahun 2002 dan dipantau oleh Jawatankuasa Penyelidikan dan Pembangunan (JPP) di peringkat Lembaga Pengarah sebagai platform semak dan imbang serta menjamin kualiti projek penyelidikan.

Hasrat NIOSH dalam dalam bidang R&D adalah seperti berikut:

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

NIOSH Research Activity Framework

NIOSH's R&D activities have been in place since 2002 and are overseen by the Research and Development Committee (JPP) at the Board level, serving as a check-and-balance mechanism to ensure the quality of research projects.

NIOSH's aspirations in the field of R&D are as follows:

- i. To undertake OSH research as a solution to industry-related issues;*
- ii. To drive high-impact research through strategic collaborations;*
- iii. To optimise the utilisation of existing resources in conducting research;*
- iv. To coordinate research implementation through effective monitoring approaches; and*
- v. To disseminate research findings to all stakeholders through appropriate platforms and channels.*





Aktiviti-aktiviti Penyelidikan di NIOSH
Research Activities at NIOSH

The Malaysia Research Initiative for National Agenda (MaRINA)

MaRINA merupakan inisiatif oleh NIOSH yang menetapkan keutamaan bidang penyelidikan KKP setiap lima tahun. Inisiatif ini diwujudkan bagi memperkukuh keselamatan negara melalui penyelidikan saintifik yang tersusun, strategik dan berimpak tinggi. MaRINA berperanan sebagai platform penyelarasan agenda penyelidikan KKP agar selari dengan keperluan semasa industri, dasar kerajaan dan cabaran pekerjaan yang semakin kompleks.

Secara dasarnya MaRINA mempunyai objektif yang berikut:

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

Untuk rekod, dari mula bidang penyelidikan diperkenalkan di NIOSH, fokus penyelidikan telah melalui empat fasa berikut:

- NIOSH Thrust Area (2013–2015)
- MaRINA 1.0 (2016–2021)
- MaRINA 2.0 (2022–2025)
- MaRINA 3.0 (2026–2030)

The Malaysia Research Initiative for National Agenda (MaRINA)

MaRINA is an initiative by NIOSH that establishes priority areas for Occupational Safety and Health (OSH) research every five years. The initiative was introduced to strengthen national safety through structured, strategic and high-impact scientific research. MaRINA serves as a platform for aligning the OSH research agenda with current industry needs, government policies, and increasingly complex workplace challenges.

Fundamentally, MaRINA is guided by the following objectives:

- i. To identify current OSH issues and industry needs at the national level as key research priorities;*
- ii. To address OSH issues and needs through strategic research collaboration and knowledge-sharing among stakeholders;*
- iii. To target key research outcomes that provide solutions aligned with industry needs; and*
- iv. To review and refine existing approaches for continuous improvement.*

For the record, since the introduction of research at NIOSH, the research focus has progressed through the following four phases:

- NIOSH Thrust Area (2013–2015)*
- MaRINA 1.0 (2016–2021)*
- MaRINA 2.0 (2022–2025)*
- MaRINA 3.0 (2026–2030)*

NIOSH Thrust Area (2013–2015)

NIOSH Thrust Area diperkenalkan sebagai perancangan awal penyelidikan KKP di Malaysia yang dilaksanakan pada tahun 2013 dengan penglibatan agensi kerajaan, industri dan ahli akademik. Fokus utama penyelidikan adalah berdasarkan disiplin utama KKP bagi memastikan penyelidikan yang dijalankan lebih sistematik dan relevan dengan keperluan industri. Bidang utama di bawah NIOSH Thrust Area termasuklah:

- Keselamatan Pekerja
- Kesihatan Pekerja
- Higien Industri
- Ergonomik
- Kemalangan Semasa Perjalanan ke Tempat Kerja

MaRINA 1.0 (2016–2021)

Fokus bidang penyelidikan di NIOSH mula dijenamakan sebagai Malaysian Research Initiative for National Agenda 1.0 atau MaRINA 1.0. Ia merupakan inisiatif penyelidikan NIOSH yang bertujuan memperkukuh ekosistem penyelidikan KKP melalui kerjasama antara NIOSH, kerajaan, industri, NGO dan institusi pengajian tinggi. Inisiatif ini dilaksanakan dalam dua fasa bermula pada tahun 2016 hingga 2021. Fokus utama penyelidikan dalam MaRINA 1.0 termasuklah:

- Keselamatan Pekerja
- Kesihatan Pekerja
- Budaya Keselamatan
- Pengurusan dan Penilaian Risiko KKP
- Hazard Fizikal dan Kimia
- Ergonomik di Tempat Kerja

NIOSH Thrust Area (2013–2015)

The NIOSH Thrust Area was introduced as an initial framework for OSH research planning in Malaysia in 2013, involving the government agencies, industry players and academia. The primary research focus was based on key OSH disciplines to ensure that research activities were conducted in a systematic manner and remained relevant to industry needs.

The main focus areas include:

- Occupational Safety
- Occupational Health
- Industrial Hygiene
- Ergonomics
- Work-Related Road Safety

MaRINA 1.0 (2016–2021)

The research focus areas at NIOSH were rebranded as the Malaysian Research Initiative for National Agenda 1.0, or MaRINA 1.0. This initiative was introduced to strengthen the OSH research ecosystem through collaboration between NIOSH, government agencies, industry, non-governmental organisations (NGOs), and higher education institutions. The initiative was implemented over two phases from 2016 to 2021. The main research focus areas under MaRINA 1.0 include:

- Occupational Safety
- Occupational Health
- Safety Culture
- OSH Risk Management and Assessment
- Physical and Chemical Hazards
- Workplace Ergonomics

MaRINA 2.0 (2022–2025)

MaRINA 2.0 diperkenalkan bagi memperkukuh perancangan penyelidikan KKP dengan memberi tumpuan kepada isu semasa dan cabaran baharu dalam dunia pekerjaan. Program ini menekankan kerjasama pintar dalam penyelidikan, pengoptimuman sumber pembiayaan serta penyebaran hasil penyelidikan berkualiti kepada industri. MaRINA 2.0 ini diselaraskan dengan Pelan Induk Keselamatan dan Kesihatan Pekerjaan Negara (OSHMP 2021-2025) bagi memastikan penyelidikan yang dijalankan terus relevan dan memberi impak positif kepada pembangunan sektor pekerjaan di Malaysia.

Antara fokus utama penyelidikan dalam MaRINA 2.0 ialah:

- Pengurusan Tenaga Kerja yang Semakin Berusia
- Peningkatan Kualiti Persekitaran Dalaman Tempat Kerja
- Pencegahan melalui Reka Bentuk Ergonomik
- Pengukuhan Pengurusan Risiko KKP
- Analisis Kos dan Manfaat Program KKP
- Pengukuhan Kapasiti Latihan dan Kemudahan Penyelidikan
- Kawalan Penyakit Berjangkit di Tempat Kerja
- Isu Psikososial Pekerjaan
- Inovasi Teknologi dalam KKP
- Budaya Keselamatan dalam Perusahaan Kecil dan Sederhana (PKS)
- Keselamatan Jalan Raya berkaitan Pekerjaan

MaRINA 2.0 (2022–2025)

MaRINA 2.0 was introduced to strengthen OSH research planning by focusing on current issues and emerging challenges in the world of work. The programme emphasises strategic research collaboration, optimisation of funding resources, and the dissemination of high-quality research outcomes to industry. MaRINA 2.0 is aligned with the Occupational Safety and Health Master Plan (OSHMP 2021–2025) to ensure that research remains relevant and contributes positively to the development of Malaysia's employment sector.

The main research focus areas under MaRINA 2.0 include:

- *Ageing Workforce Management*
- *Improvement of Indoor Workplace Environmental Quality*
- *Prevention through Ergonomic Design*
- *Strengthening OSH Risk Management*
- *Cost-Benefit Analysis of OSH Programmes*
- *Strengthening Training Capacity and Research Facilities*
- *Control of Infectious Diseases in the Workplace*
- *Occupational Psychosocial Issues*
- *Technological Innovation in OSH*
- *Safety Culture in Small and Medium Enterprises (SMEs)*
- *Work-Related Road Safety*

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

MaRINA 2.0 introduced 12 areas to focus on for the latest OSH research plan spanning the duration 2022 – 2025:

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

M7 Pengurusan dan Pengawalan 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 Higien 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 Analisis Elemen Kos Faedah 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)

MaRINA 3.0 (2026–2030)

Memasuki fasa ketiga, MaRINA 3.0 (2026–2030) memperkenalkan hala tuju baharu penyelidikan KKP yang dibangunkan melalui penglibatan pelbagai pihak berkepentingan, termasuk industri, agensi penguatkuasaan, institusi akademik dan badan profesional. Pendekatan inklusif ini memastikan agenda yang dirangka benar-benar mencerminkan keperluan semasa serta cabaran sebenar di tempat kerja. MaRINA 3.0 disasarkan menjadi asas dan panduan utama dalam merancang serta melaksanakan aktiviti penyelidikan KKP bagi tempoh 2026 hingga 2030.

MaRINA 3.0 memperkenalkan 14 bidang fokus penyelidikan KKP terbaharu untuk diutamakan pada tahun 2026 – 2030 seperti berikut:

- Managing OSH Issues in Occupational Environments
- Improving Work-Related Road Safety
- Integrating OSH in Artificial Intelligence & Digital Technology
- Strengthening OSH Training and Facilities
- Reinforcing OSH Competence in Industrial and SME Sectors
- Enhancing Worker Health through Occupational Hygiene Solutions
- Managing Emerging Hazards in Occupational Hygiene and Toxicology
- Preventing Risks through Ergonomic Design
- Fostering Ergonomic Practices through Technological Innovations
- Addressing Ergonomic Challenges in New Work Environments
- Empowering Work-Life Balance and Quality of Life
- Managing Non-Communicable Diseases at Workplaces
- Addressing Occupational Psychosocial Issues
- Promoting Workforce Well-being and Work Ability

MaRINA 3.0 (2026–2030)

Entering its third phase, MaRINA 3.0 (2026–2030) introduces a new direction for OSH research, developed through the engagement of diverse stakeholders, including industry, enforcement agencies, academic institutions and professional bodies. This inclusive approach ensures that the research agenda reflects current needs as well as the real challenges faced in the workplace. MaRINA 3.0 is intended to serve as a key foundation and guiding framework for the planning and implementation of OSH research activities for the period 2026 to 2030.

MaRINA 3.0 introduces 14 priority OSH research focus areas for 2026–2030, as follows:

- *Managing OSH Issues in Occupational Environments*
- *Improving Work-Related Road Safety*
- *Integrating OSH in Artificial Intelligence and Digital Technology*
- *Strengthening OSH Training and Facilities*
- *Reinforcing OSH Competence in Industrial and SME Sectors*
- *Enhancing Worker Health through Occupational Hygiene Solutions*
- *Managing Emerging Hazards in Occupational Hygiene and Toxicology*
- *Preventing Risks through Ergonomic Design*
- *Fostering Ergonomic Practices through Technological Innovations*
- *Addressing Ergonomic Challenges in New Work Environments*
- *Empowering Work-Life Balance and Quality of Life*
- *Managing Non-Communicable Diseases in the Workplace*
- *Addressing Occupational Psychosocial Issues*
- *Promoting Workforce Well-being and Work Ability*





Bengkel Pra-MaRINA 3.0 di Le Meridien Hotel, Putrajaya
Pre-MaRINA 3.0 Workshop at Le Meridien Hotel, Putrajaya



Bengkel MaRINA 3.0 di Kuala Lumpur Convention Centre
MaRINA 3.0 Workshop at Kuala Lumpur Convention Centre



Majlis Peluncuran Bidang Fokus MaRINA 3.0 di Bangi Resort Hotel
The launching of MaRINA 3.0 Focus Area at Bangi Resort Hotel

Geran Penyelidikan NIOSH

Geran Penyelidikan NIOSH ditawarkan berpandukan keutamaan yang digariskan dalam MaRINA 3.0 (2026–2030). Geran ini terbuka kepada semua Agensi Kerajaan, NGO berdaftar, industri, institut penyelidikan, Institusi Pengajian Tinggi Awam (IPTA) dan Institusi Pengajian Tinggi Swasta (IPTS). Inisiatif geran ini bertujuan merangsang penyelidikan berkualiti tinggi yang menyokong pematuhan KKP serta memperkukuh ekosistem keselamatan dan kesihatan pekerjaan negara.

Untuk rekod, pengenalan geran ini telah memainkan peranan penting dalam membantu NIOSH mempromosikan dan memperkukuh keselamatan dan kesihatan pekerjaan (KKP) melalui penyelidikan di Malaysia. Sehingga tahun 2025, sebanyak 29 projek penyelidikan telah dianugerahkan di bawah geran ini.

Maklumat lanjut serta tatacara permohonan geran boleh diperolehi melalui laman rasmi NIOSH di:
<http://www.niosh.com.my/research-and-development>

NIOSH Research Grant

The NIOSH Research Grant is offered based on the priority areas outlined in MaRINA 3.0 (2026–2030). The grant is open to all government agencies, registered non-governmental organisations (NGOs), industry players, research institutes, public higher education institutions (IPTA), and private higher education institutions (IPTS). This initiative aims to stimulate high-quality research that supports OSH compliance and strengthens the national occupational safety and health ecosystem.

For the record, the introduction of this grant has played a significant role in supporting NIOSH's efforts to promote and strengthen Occupational Safety and Health (OSH) through research in Malaysia. As of 2025, a total of 29 research projects have been awarded under this initiative.

*Further information and application procedures can be accessed via the official NIOSH website at:
<http://www.niosh.com.my/research-and-development>*



Senarai projek penyelidikan 2022 hingga 2025
List of Research Projects (2022–2025)

No	Nama Projek Titles	Geran/ Kolaborasi Grant/ Collaboration
1	Development of the Well-Being Profile of the Ageing Workers in Fire and Rescue Department in Klang Valley, Malaysia	NIOSH-UPM
2	A Cost-Benefit Analysis Element Study in Determining the Effectiveness of a Worksite Mental Health Program in a Food Manufacturing Industry	NIOSH-UM
3	Driving Behaviour and Fatigue among Long-Haul Truck Drivers	NIOSH-MIROS
4	Comparative Study on Corrosion Impact of Scaffolding Materials towards Best Practices of Occupational Safety and Health for Building Construction and Maintenance	NIOSH-UTHM
5	Malaysian Intelligent Safety Inspector Drone (MYISID) for Automated Occupational Safety and Health (OSH) Assessment in Chemical Processing Plants	NIOSH-UNIKL
6	Safety Management Factors on Job Satisfaction among Medical Laboratory Professionals (MLPs) in Clinical Support Service Department of Hospitals in Malaysia	NIOSH-UMS
7	Kajian Simptom & Faktor Risiko Long COVID dalam Kalangan Pekerja Sektor Pembuatan di Malaysia	NIOSH-UKM
8	Application of Activated Carbon from Coconut Shell for Adsorption of Volatile Organic Compound during Airborne Chemical Exposure Monitoring Environment Platform	NIOSH
9	Development of Game Training Module for Hazard Identification, Risk Assessment and Risk Control (HIRARC) Using a Mixed-Reality Environment Platform	NIOSH-UTM
10	Performance of Medical Face Masks Used in Malaysian Hospitals: A Preliminary Survey	NIOSH
11	An Artificial Intelligence-Based Study on Occupational Psychosocial Stress Reduction Strategies by Utilisation of Electroencephalography (EEG) for Healthcare Workers in Malaysia	NIOSH-UNISZA

No	Nama Projek Titles	Geran/ Kolaborasi Grant/ Collaboration
12	Predicting Response towards Different Mental Health Therapies Using Machine-Learning Approach	NIOSH-UNISZA
13	Development of an Adaptive Assessment Tool for OSH Culture in Malaysia	NIOSH
14	Early Detection of Noise-Induced Hearing Loss (NIHL) from Brain White Matter Integrity: A Magnetic Resonance Imaging Study	NIOSH-UMP
15	Exposure to Rice Mill Dust: Characterization and Evaluation of Workers' Exposure Using Novel Low-Cost Equipment	NIOSH-UMT
16	Physicochemical Exposure Assessment on Carbon Fiber for Nanomaterial's Processing Laboratory	NIOSH-SIRIM
17	Dermal Exposure of Oil Palm Plantation Workers to Organophosphate Pesticides	NIOSH-UITM
18	Metagenomic Assessment of Indoor Air Microbiome as Potential Source of Nosocomial Infections among Healthcare Workers	NIOSH-UMP
19	Firefighter Hose Roller: Ergonomics Assessment and Fabrication	NIOSH-UTHM
20	Development of Knowledge Base on Hazard Identification, Risk Assessment and Risk Control (HIRARC) with Web-Based Application and Descriptive/Predictive Analytic Dashboard for Manufacturing Industry – Phase 1	NIOSH-SIRIM
21	Validation, Feasibility and Performance Evaluation of Biological Health Risk Assessment (BHRA) Tool in Industrial Sectors in Malaysia	NIOSH
22	A Study on the Level Bacteria Contamination and Effectiveness of Facemask by Working Environment, Wearing Time & Skin Physiology	NIOSH

No	Nama Projek Titles	Geran/ Kolaborasi Grant/ Collaboration
23	Evaluation on Noise Application with Several Type of Smartphone in Free Field Anechoic Chamber	NIOSH
24	Psychological Effects and Control Strategies amongst OSH Competent Person during National COVID-19 Recovery Plan Phase in Malaysia	NIOSH
25	Effect of COVID-19 on Muscular Strength, Flexibility, Endurance and Body Composition among Workers: A Preliminary Study	NIOSH
26	Evaluation on Effectiveness of OSH Non-Regulatory Training Program – Safety Passport (EOSH-SP)	NIOSH
27	Study of Legionella Detection at Museum Buildings	NIOSH
28	Long COVID Symptoms and Its Associated Risk Factors among Manufacturing Workers in Klang Valley	NIOSH
29	Kajian Faktor-Faktor yang Mempengaruhi Prestasi Permintaan Perkhidmatan Perundangan NIOSH bagi Kategori Pematuhan Perundangan (RC) dan Khidmat Nasihat (AS)	NIOSH



PUSAT PENILAIAN DAN TEKNOLOGI KAWALAN KESELAMATAN DAN KESIHATAN PEKERJAAN (OSHECT) *OCCUPATIONAL SAFETY AND HEALTH HAZARD EVALUATION AND CONTROL TECHNOLOGY CENTRE (OSHECT)*

PENGENALAN

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 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 Pekerja 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 Sainstifik (SECL), Makmal Kejuruteraan Forensik (FEL), Makmal Ergonomik Persekitaran (EEL) dan Makmal Penaksiran Ergonomik Manusia (HEAL). Di bawah pembangunan OSHECT juga, terdapat dua penambahan makmal baharu iaitu, Makmal Topeng Gas (GML) dan Makmal Topeng Muka dan Perubatan (FMML). Pada tahun 2025 keseluruhan makmal OSHECT telah siap terbina menjadikan keseluruhan makmal OSHECT iaitu sebanyak 13 buah.

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 trend pusat latihan masa kini. Strategi bagi pembangunan OSHECT adalah seperti rajah di bawah:

INTRODUCTION

Under the Eleventh Malaysia Plan (RMK-11), the Government of Malaysia, through the Ministry of Human Resources (MOHR), allocated financial assistance amounting to RM25 million for the development of the Occupational Safety and Health Hazard Evaluation and Control Technology Centre (OSHECT), in support of national objectives as well as the vision and mission of NIOSH.

The development of OSHECT comprises several high-technology laboratories, including the Scientific Equipment Calibration Laboratory (SECL), Gas Detector Calibration Laboratory (GCL), PPE Simulation Laboratory (PSL), Forensic Engineering Laboratory (FEL), Fall Protection Equipment Testing Laboratory (FPETL), Face and Medical Mask Laboratory (FMML), Chemical Hazardous to Health Laboratory (CHL), Dust Mask Laboratory (DML), Gas Mask Laboratory (GML), Human Ergonomics Assessment Laboratory (HEAL), Environmental Ergonomics Laboratory (EEL), Occupational Health Laboratory (OHL), and Hydrostatic Testing Laboratory (HRL). As of 2025, all OSHECT laboratories have been fully completed, bringing the total number of laboratories to 13.

The overall objective of this project is to provide supporting facilities for NIOSH activities at its headquarters in Bandar Baru Bangi. With these facilities in place, a wider range of new activities can be implemented in line with current trends and demands in training centres. The development strategy for OSHECT is illustrated in the figure below:

Mempertahankan
Sustaining
MS ISO/IEC 17025

01

Ujian Kemahiran
Proficiency Testing (PT)

02

OSHECT
OSH HAZARD EVALUATION AND
CONTROL TECHNOLOGY CENTRE

03

Kerjasama Antarabangsa
International Cooperation

04

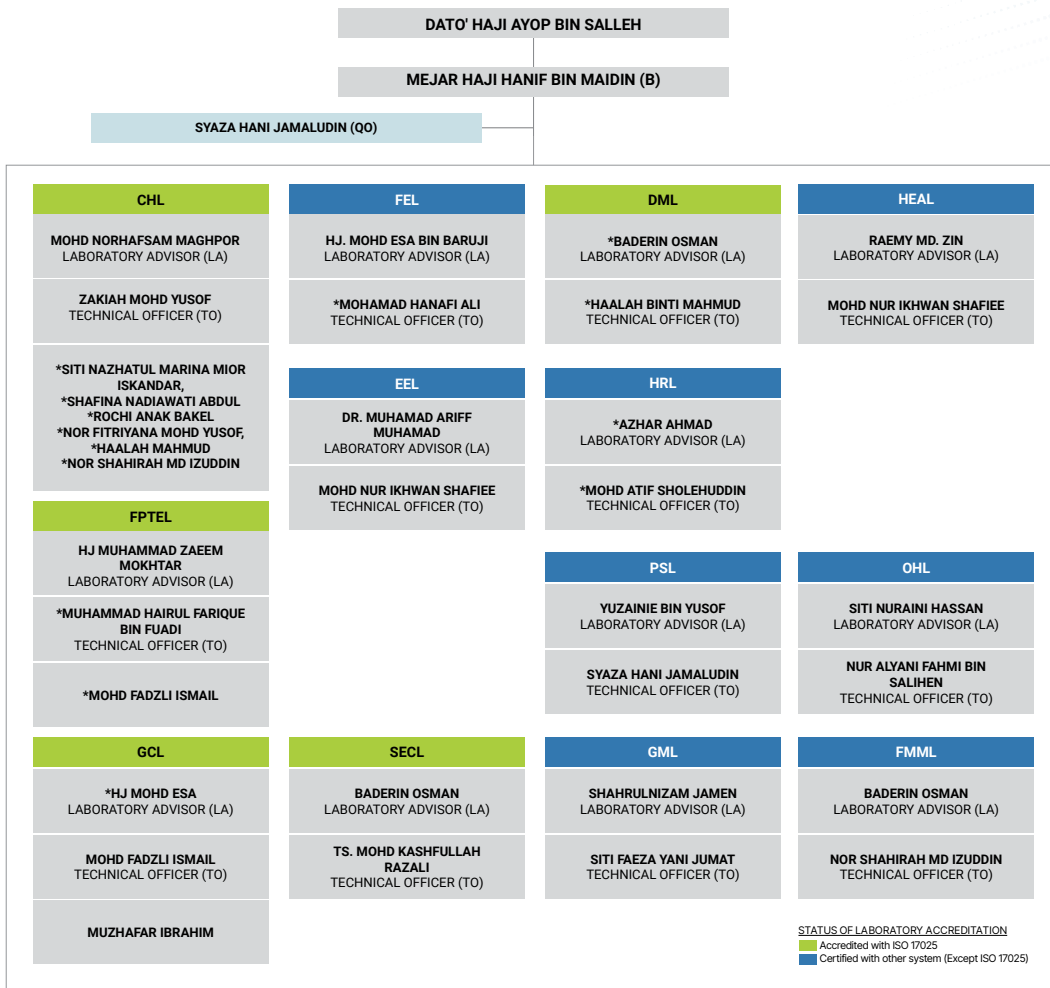
Perkhidmatan Antara
Makmal
Interlaboratory Services

Carta Organisasi OSHECT

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

OSHECT Organisational Structure

Workforce expansion has also been implemented to ensure that laboratory management systems are more standardised, structured and systematic. A summary of the organisational structure is as follows:



ABBREVIATION:

CHL	CHEMICAL HAZARDOUS TO HEALTH LABORATORY	GCL	GAS DETECTOR CALIBRATION LABORATORY
DML	DUST MASK LABORATORY	HRL	HYDROSTATIC AND REFILLING LABORATORY
FPEL	FALL PROTECTION EQUIPMENT & TESTING LABORATORY	PSL	PPE SIMULATION LABORATORY
FEL	FORENSIC ENGINEERING LABORATORY	SECL	SCIENTIFIC EQUIPMENT CALIBRATION LABORATORY
EEL	ENVIRONMENTAL ERGONOMICS LABORATORY	GML	GAS MASK LABORATORY
HEAL	HUMAN ERGONOMICS ASSESSMENT LABORATORY	FMML	FACE AND MEDICAL MASK LABORATORY
OHL	OCCUPATIONAL HEALTH LABORATORY		

REMARK:
 *: APPROVED SIGNATORY

Anugerah

Tahun 2025 turut mencatat sejarah apabila Makmal CHL telah menerima dua pengiktirafan iaitu Makmal Cemerlang dan Makmal Cemerlang Emas bagi kaetgori IKM Laboratory Excellence Award 2025 anjuran Institut Kimia Malaysia (IKM). Anugerah Emas tersebut diterima apabila Makmal CHL berjaya mengekalkan kedudukan sebagai Makmal Cemerlang selama 15 tahun berturut-turut. Penerimaan anugerah ini amat signifikan kerana ia membuktikan kecemerlangan perkhidmatan yang ditawarkan oleh makmal-makmal NIOSH kepada para pelanggannya dan seterusnya meningkatkan kepercayaan orang awam dan industri.

Awards

The year 2025 marked a significant milestone when the CHL Laboratory received two recognitions, namely the Excellent Laboratory Award and the Gold Excellent Laboratory Award under the IKM Laboratory Excellence Award 2025, organised by the Institute of Chemistry Malaysia (IKM). The Gold Award was conferred in recognition of CHL Laboratory's achievement in maintaining its status as an Excellent Laboratory for 15 consecutive years. This recognition is highly significant as it demonstrates the excellence of services provided by NIOSH laboratories to their clients, while further strengthening public and industry confidence.



Bagi tahun 2025 juga, makmal OSHECT turut terlibat dengan beberapa kajian dalam dan luar negara. Sekalung tahniah dan penghargaan kepada Makmal Kejuruteraan Forensik (FEL) di atas penglibatan di National Research Council of Thailand di bawah kajian Comparative Study on Corrosion Impact of Scaffolding Materials Towards Best Practices of Occupational Safety and Health (OSH). Butiran sijil adalah seperti berikut:

In 2025, OSHECT laboratories were also involved in several research projects at both national and international levels. Congratulations and appreciation are extended to the Forensic Engineering Laboratory (FEL) for its involvement with the National Research Council of Thailand under the study titled "Comparative Study on Corrosion Impact of Scaffolding Materials Towards Best Practices of Occupational Safety and Health (OSH)".

No	Sijil/ Certificate	Perkara/ Topic
1.	Certificate of Appreciation	Scaffold Comparative Study
2.	Certificate of Appreciation	Corrison Resistance Material



Bagi kajian yang sama juga, kakitangan makmal FEL telah berjaya mendapat anugerah di Bangkok International Intellectual Property, Invention, Innovation and Technology Exposition (IPITTEx). Butiran anugerah adalah seperti berikut :

For the same study, FEL laboratory personnel were also awarded recognition at the Bangkok International Intellectual Property, Invention, Innovation and Technology Exposition (IPITTEx). Details of the awards are as follows:

No	Sijil/ Certificate	Perkara/ Topic
1.	Certificate of Gold Medal	Oxide Primer with Activated Carbon
2.	Certificate of Silver Medal	Scaffold Corrossion Impact



Projek dan Sampel OSHECT Bagi Tahun 2025

Sasaran projek dan sampel OSHECT bagi tahun 2025 adalah 7,000, sampel dan 500 projek. Sasaran tersebut ditetapkan lebih tinggi daripada tahun-tahun sebelumnya. Jadual di bawah adalah jumlah sebenar bagi projek dan sampel sepanjang tahun 2025:

OSHECT Projects and Samples for 2025

The target for OSHECT in 2025 was set at 7,000 samples and 500 projects, representing an increase compared to previous years. The table below presents the actual number of projects and samples recorded throughout 2025:

No	Makmal/ Laboratory	Projek/ Project	Sampel/ Sample
1.	Makmal Analisa Bahan Kimia Berbahaya kepada Kesihatan (CHL) <i>Chemical Hazardous To Health Laboratory (CHL)</i>	234	4,239
2.	Makmal Topeng Habuk (DML) <i>Dust Mask Laboratory (DML)</i>	12	476
3.	Makmal Pengesahan Peralatan Pencegahan Jatuh (FPETL) <i>Fall Protection Equipment Testing Laboratory (FPETL)</i>	8	74
4.	Makmal Penentukuran Alat Penguji Gas (GCL) <i>Gas Detector Calibration Laboratory (GCL)</i>	41	114
5.	Makmal Hidrostatik dan Pengisian Semula (HRL) <i>Hydrostatic Testing Laboratory (HRL)</i>	0	0
6.	Makmal Penentukuran Peralatan Sainifik (SECL) <i>Scientific Equipment Calibration Laboratory (SECL)</i>	0	20
7.	Makmal Kejuruteraan Forensik (FEL) <i>Forensic Engineering Laboratory (FEL)</i>	3	6
8.	Makmal Penaksiran Ergonomik Manusia (HEAL) <i>Human Ergonomics Assessment Laboratory (HEAL)</i>	19	91
9.	Makmal Ergonomik Persekitaran (EEL) <i>Environmental Ergonomics Laboratory (EEL)</i>	10	55
10.	Makmal Pengurusan Kesihatan Pekerja Bersepadu (OHL) <i>Occupational Health Laboratory (OHL)</i>	2	30
11.	Makmal Simulasi Interaktif Peralatan Perlindungan Peribadi (PSL) <i>PPE Simulation Laboratory (PSL)</i>	2	80
12.	Makmal Topeng Muka dan Perubatan (FMML) <i>Face And Medical Mask Laboratory (FMML)</i>	4	60
13.	Makmal Topeng Gas (GML) <i>Gas Mask Laboratory (GML)</i>	12	18
Jumlah/ Total		347	5,263

Pembangunan Kompetensi

Pelbagai bentuk kursus dan latihan telah dirancang dan dihadiri bagi tujuan untuk meningkatkan pengetahuan, kesedaran dan juga kompetensi bagi kesemua kakitangan makmal. Bagi menjamin kualiti dan perjalanan khidmat rundingan di jabatan ini, kakitangan makmal OSHECT telah menghadiri beberapa program latihan anjuran NIOSH dan juga institusi luar NIOSH. Bagi tahun 2025, beberapa kursus dan latihan telah berjaya dijalankan hasil daripada penubuhan makmal OSHECT Butiran program adalah seperti berikut :

No	Tajuk/ Topic
1.	MS ISO/IEC 17025:2017 Introduction & Understanding
2.	Method Validation
3.	Measurement Uncertainty

Kakitangan FPETL telah menghadiri kursus kompetensi PPE Verification & Inspection (PPE-V&I) pada Ogos 2025. Kursus ini juga merupakan servis baru bagi makmal OSHECT. Antara klien pertama yang menggunakan servis PPE Verification & Inspection (PPE-V&I) adalah Pusat Latihan Kenegaraan, Akademik Kenegaraan Malaysia di bawah Jabatan Perdana Menteri (JPM). Berikut adalah butiran poster promosi servis tersebut:

FPETL personnel attended the PPE Verification and Inspection (PPE-V&I) competency course in August 2025. This service represents a new offering under the OSHECT laboratories. Among the first clients to utilise the PPE Verification and Inspection (PPE-V&I) service was the National Training Centre, National Academy of Malaysia, under the Prime Minister’s Department (JPM). Details of the service promotional poster are as follows:

Competency Development

Various courses and training programmes were planned and attended to enhance the knowledge, awareness and competencies of all laboratory personnel. To ensure the quality and effectiveness of consultancy services within the department, OSHECT laboratory staff participated in several training programmes organised by NIOSH as well as external institutions. In 2025, a number of courses and training programmes were successfully conducted following the establishment of OSHECT. The details of these programmes are as follows:



Kakitangan DML juga telah berjaya lulus sesi penilaian dan praktikal dan seterusnya dilantik sebagai Malaysia Petroleum Management Approved Fit Tester (MPM AFT) berkuat kuasa dari 17 Mac 2025 sehingga 17 Mac 2028. Hasil daripada kursus kompetensi ini, DML telah melahirkan servis baru iaitu Respiratory Fit Tester (RFT). Butiran servis adalah seperti berikut:

DML personnel have successfully passed both the theoretical and practical assessments and were subsequently appointed as Malaysia Petroleum Management Approved Fit Testers (MPM AFT), effective from 17 March 2025 until 17 March 2028. As a result of this competency course, DML has introduced a new service, namely the Respiratory Fit Tester (RFT). Details of the service are as follows:

GET A RESPIRATOR FIT TEST (RFT)

PETRONAS certified

Conducted by Malaysia Petroleum Management (MPM) Approved Fit Tester

WHY RFT?

- To verify whether a specific type, model and size of a respirator can adequately fit a specific personnel.

ESTIMATED DURATION

- Approximately 10-15 minutes per individual

WHO SHOULD BE FIT TESTED?

- Required for personnel who requires the use of tight fitting respirators

OUR FIT TEST PROTOCOL

- OSHA Fast-filtering Face (disposable respirators)
- OSHA Fast-full/half face (elastomeric respirators)

TEST RECORD ISSUANCE

- A digital copy of the full test report is provided (unless otherwise requested), with a validity of 2 years. A fit test card is available upon request

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Program Kerjasama Luar

Program kerjasama luar dilaksanakan bagi menyokong aktiviti analisis makmal melalui penglibatan makmal rakan strategik yang mempunyai kepakaran dan kemudahan analisa yang berkaitan. Melalui kerjasama ini, sampel akan dianalisis oleh makmal luar yang diiktiraf atau mempunyai sistem pengurusan kualiti yang bersesuaian bagi memastikan keputusan analisis yang diperolehi adalah tepat, boleh dipercayai dan sah dari segi teknikal.

Hasil dapatan analisis tersebut akan disertakan bersama laporan rasmi makmal luar sebagai bukti jaminan kualiti, seterusnya digunakan sebagai rujukan dalam penilaian teknikal, penyelidikan atau tujuan pengesahan keputusan oleh pihak makmal. Sepanjang tahun 2025, makmal yang banyak terlibat dengan program Proficiency Testing (PT) dan Interlaboratory Comparison (ILC) adalah Makmal Analisa Bahan Kimia Berbahaya kepada Kesihatan (CHL). Butiran adalah seperti berikut :

External Collaboration Programme

The external collaboration programme is implemented to support laboratory analysis activities through the engagement of strategic partner laboratories with relevant expertise and analytical capabilities. Through this collaboration, samples are analysed by recognised external laboratories or those with appropriate quality management systems to ensure that the results obtained are accurate, reliable and technically valid.

The analytical findings are accompanied by official reports issued by the respective external laboratories as evidence of quality assurance. These results are subsequently used as references for technical evaluation, research purposes, or validation by the laboratory. Throughout 2025, the laboratory most actively involved in Proficiency Testing (PT) and Interlaboratory Comparison (ILC) programmes was the Chemical Hazardous to Health Laboratory (CHL). The details are as follows:

HASIL DAPATAN KEPUTUSAN ANALISA DENGAN JAMINAN YANG SAH
VALIDATED ANALYTICAL RESULTS WITH RELIABLE QUALITY ASSURANCE

Program	Skop / Scope	Parameter	Tarikh / Date	Pembekal / Supplier	Status	Makmal / Laboratory
Pengujian Kecekapan (PT)	Kimia / <i>Chemical</i>	Plumbum dalam Udara / <i>Lead in Air</i>	Jun 2025 / <i>June 2025</i>	Jabatan Kimia Malaysia / <i>Department of Chemistry Malaysia</i>	Selesai / <i>Completed</i>	CHL
Perbandingan Antarmakmal (ILC)	Kimia / <i>Chemical</i>	Manganese & Kuprum dalam Udara / <i>Manganese & Copper in Air</i>	Jun 2025 / <i>June 2025</i>	Chemsain Konsultant Sdn Bhd & ALS Technichem (M) Sdn Bhd	Selesai / <i>Completed</i>	CHL
Perbandingan Antarmakmal (ILC)	Kimia / <i>Chemical</i>	n-Heksana / <i>n-Hexane</i>	Jun 2025 / <i>June 2025</i>	Chemsain Konsultant Sdn Bhd & ALS Technichem (M) Sdn Bhd	Selesai / <i>Completed</i>	CHL
Pengujian Kecekapan (PT)	Mikrobiologi / <i>Microbiology</i>	Kiraan Plat Aerobik / <i>Aerobic Plate Count</i>	Ogos 2025 / <i>August 2025</i>	Jabatan Kimia Malaysia / <i>Department of Chemistry Malaysia</i>	Selesai / <i>Completed</i>	CHL

Audit & Pemeriksaan

Pada tahun 2025, audit MS ISO/IEC 17025 : 2017 dikekalkan kepada lima makmal iaitu CHL, DML, FPETL, GCL dan SECL. Berikut merupakan maklumat ringkas berkenaan sesi audit dan pemeriksaan yang telah dijalankan:

Audit and Inspection

In 2025, the MS ISO/IEC 17025:2017 accreditation was maintained for five laboratories, namely CHL, DML, FPETL, GCL and SECL. The following provides a summary of the audit and inspection activities conducted:

Audit / Audit	Tarikh / Date
Audit Pemeriksaan / <i>Surveillance Audit</i> CHL, DML, FPETL, GCL, SECL	18 & 19 Jun / <i>June</i> 2025
Audit Institut Kimia Malaysia (IKM) / <i>Audit Institut Kimia Malaysia (IKM)</i>	11 September 2025
Audit Dalaman / <i>Internal Audit</i>	1 - 3 Disember / <i>December</i> 2025

Lawatan ke Makmal OSHECT

Makmal OSHECT telah menarik minat pelbagai pihak dengan menerima kunjungan pelawat dari dalam dan luar negara sepanjang tahun 2025. Pada tahun 2025, jumlah keseluruhan pelawat OSHECT adalah sebanyak 1,108 pelawat termasuk makmal-makmal di Ibu Pejabat Bandar Baru Bangi dan cawangan Johor.

Visits to OSHECT Laboratories

OSHECT laboratories attracted strong interest from various parties, receiving visitors from both domestic and international organisations throughout 2025. The total number of visitors recorded in 2025 was 1,108, including visits to laboratories at the Bandar Baru Bangi Headquarters and the Johor branch.

Antara tujuan lawatan adalah lawatan untuk penyebaran maklumat makmal dan penggunaan untuk kelas latihan. Lawatan untuk penyebaran maklumat KKP banyak melibatkan universiti tempatan dan swasta manakala penggunaan kelas latihan pula adalah untuk kursus-kursus seperti Hygiene Technician 1 (Chemical Monitoring), Hygiene Technician 2 (Inspection, Testing and Examination of Engineering Control Equipment), Noise Risk Assessor (NRA), Effective Safety and Health Committee (EHSC), Safety and Health Officer (SHO) dan Incident Reporting and Analysis Technique (IRAT). Di bawah ialah butiran senarai kehadiran lawatan makmal OSHECT sepanjang tahun 2025 :

The visits were primarily conducted for knowledge-sharing on laboratory functions and for training purposes. Knowledge-sharing visits mainly involved local public and private universities, while training-related visits supported courses such as Hygiene Technician 1 (Chemical Monitoring), Hygiene Technician 2 (Inspection, Testing and Examination of Engineering Control Equipment), Noise Risk Assessor (NRA), Effective Safety and Health Committee (EHSC), Safety and Health Officer (SHO), and Incident Reporting and Analysis Technique (IRAT). Details of the OSHECT laboratory visit attendance for 2025 are as follows:

No	Pelawat / Visitor	Tarikh/ Date	Tujuan/ Purpose
1.	Program Pentauliah Profesional KKP (UKM Shape) <i>OSH Professional Certification Programme</i>	7/1/2025	Penyebaran Maklumat <i>Information Dissemination</i>
2.	Universiti Putra Malaysia (UPM)	12/2/2025	Penyebaran Maklumat <i>Information Dissemination</i>
3.	Walailak University, Thailand	12/2/2025	Penyebaran Maklumat <i>Information Dissemination</i>
4.	Institut Latihan Electronic Tentera Darat (IKED)	19/2/2025	Penyebaran Maklumat <i>Information Dissemination</i>
5.	Universiti Sains Islam Malaysia (USIM)	26/2/2025	Penyebaran Maklumat <i>Information Dissemination</i>
6.	Sesi Praktikal Kursus CHRA <i>CHRA Course Practical Session</i>	13/3/2025	Kursus Latihan <i>Training Course</i>
7.	Social Community Programs Urban Society (SCOPURS)	19/3/2025	Penyebaran Maklumat <i>Information Dissemination</i>
8.	CelcomDigi	20/5/2025	Kerjasama Program <i>Collaboration Programme</i>
9.	Fakulti Alam Bina, Universiti Malaya	21/05/2025	Penyebaran Maklumat <i>Information Dissemination</i>
10.	UNISZA, UITM, GKMP TVET	28/05/2025	Penyebaran Maklumat <i>Information Dissemination</i>
11.	UPM (Fakulti Perubatan dan Sains Kesihatan)	25/6/2025	Kerjasama Program <i>Collaboration Programme</i>
12.	Statistical, Economic and Social Research and Training Centre for Islamic Countries (SESRIC), Turkiye	8/7/2025	Kerjasama Program <i>Collaboration programme (MoU)</i>
13.	Sesi Praktikal Kursus CHRA <i>CHRA Course Practical Session</i>	17/7/2025	Kursus Latihan <i>Training Course</i>
14.	Sesi Praktikal Kursus CHRA <i>CHRA Course Practical Session</i>	2/10/2025	Kursus Latihan <i>Training Course</i>
15.	ASEAN SUMMIT Technical Visit	6/8/2025	Penyebaran Maklumat <i>Information Dissemination</i>
16.	Malaysian Agricultural Research and Development Institute (MARDI)	9/9/2025	Penyebaran Maklumat <i>Information Dissemination</i>
17.	Universiti Malaysia Sabah (UMS)	10/9/2025	Kerjasama Program <i>Collaboration Programme</i>

No	Pelawat / Visitor	Tarikh/ Date	Tujuan/ Purpose
18.	Kursus IRAT <i>IRAT Course</i>	11/9/2025	Kursus Latihan <i>Training Course</i>
19.	Sesi Praktikal Kursus CHRA <i>CHRA Course Practical Session</i>	30/11/2025	Kursus Latihan <i>Training Course</i>
20.	Pejabat Tanah Daerah Kluang	7/11/2025	Penyebaran Maklumat <i>Information Dissemination</i>
21.	Asian Occupational Safety and Health Research Institutes (AOSHRI)	29/10/2025	Penyebaran Maklumat <i>Information Dissemination</i>
22.	Jawatankuasa Keselamatan dan Kesihatan Pekerjaan FRIM	4/11/2025	Penyebaran Maklumat <i>Information Dissemination</i>

TERBITAN INFOGRAFIK OSHECT
INFOGRAPHIC OSHECT



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ESTIMATED DURATION

- Approximately 10-15 minutes per individual

WHO SHOULD BE FIT TESTED?

- Required for personnel who requires the use of tight fitting respirators

OUR FIT TEST PROTOCOL

- OSHA Fast-filtering Face (disposable respirators)
- OSHA Form-fit/leaf face (electronic respirators)

TEST RECORD ISSUANCE

- A digital copy of the full test report is provided (unless otherwise requested), with a validity of 2 years. A fit test card is available upon request.


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(HIRARC: VR)**

18 July 2025
8:30 am - 5:00 pm
Theatre Hall,
NIOSH Bandar Baru Bangi

Fee: FREE

- ✓ CERTIFICATE OF PARTICIPATION
- 5 CIP POINTS (CP/HR)

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Objective

- Introduce the research framework and development process of the game training module for HIRARC using VR.
- To share the benefits and challenges of applying VR technology in occupational safety training.
- To demonstrate the functionality of the developed VR training module.

Target Audience

OSHA Practitioner, Research, Enforcement Department and Agency, Lecturer, Postgraduate and Final Year Project Student, Employer and Employees, Any interested Organization and Individual.

Time	Topic
8:30am - 9:00am	Registration
9:00am - 9:30am	Opening speech
9:30am - 10:30am	presentation research (concept and existing report)
10:30am - 10:45am	tea/coffee break
10:45am - 12:00pm	development of the game based VR training module
12:00pm - 12:30pm	break/ lunch
1:30pm - 3:30pm	diskusi transkriptor & Biotranskriptor using software (kapsul/pelepat/permukaan HIRARC)
3:30pm - 5:00pm	live demo, mixed reality HIRARC Training Module
5:00pm	end of programme

VISION ZER | **OSHA**

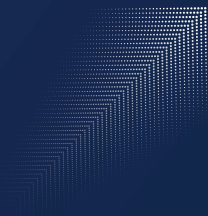
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**PEPERIKSAAN
DAN PERSIJILAN**
*EXAMINATION AND
CERTIFICATION*

PEPERIKSAAN DAN PERSIJILAN EXAMINATION AND CERTIFICATION

Aktiviti Peperiksaan dan Penilaian

NIOSH selaku Pusat Peperiksaan di bawah seliaan Lembaga Penilaian Kompetensi Keselamatan dan Kesihatan Pekerjaan (LPK KKP) telah dipertanggungjawabkan untuk melaksanakan pengurusan serta pelaksanaan peperiksaan dan penilaian kompetensi perundangan anjuran LPK KKP.

Berikut adalah 11 program Peperiksaan Kompetensi Perundangan di bawah kawalan dan seliaan LPK KKP ;

1. Pegawai Keselamatan dan Kesihatan (SHO)
2. Jurutera Dandang Stim (SBE)
3. Penyelia Keselamatan Tapak (SSS)
4. Operator Kren (CRANE)
5. Penaksiran Risiko Kesihatan Kimia (CHRA)
6. Penaksir Kualiti Udara Dalam (IAQ)
7. Juruteknik Higien 1 (HT1)
8. Juruteknik Higien 2 (HT2)
9. Penaksir Risiko Bising (NRA)
10. Doktor Kesihatan Pekerjaan (OHD)
11. Penguji Gas Bertauliah dan Penyelia Kemasukan Bagi Ruang Terkurung (AGTES) & Latihan Semula Penguji Gas Bertauliah dan Penyelia Kemasukan Bagi Ruang Terkurung (AGTES-R)

Bahagian Peperiksaan dan Persijilan (ECD) dan Unit Peperiksaan dan Persijilan (ECU) di semua pejabat negeri juga turut bertanggungjawab dalam mengendalikan dan menguruskan semua program peperiksaan dan penilaian yang dianjurkan oleh NIOSH. Secara keseluruhan, program peperiksaan dan penilaian merangkumi lima (5) jenis program di bawah kategori Peperiksaan Kompetensi Perundangan, lapan belas (18) jenis program di bawah kategori Peperiksaan Kompetensi Kemahiran, dan tiga belas (13) jenis program di bawah kategori Peperiksaan Jurulatih. Selain itu, sebanyak tiga puluh lapan (38) jenis program di bawah kategori Penilaian Berterusan Induksi Keselamatan turut dilaksanakan. Kesemua program peperiksaan dan penilaian ini adalah di bawah kawalan dan seliaan Jawatankuasa Peperiksaan NIOSH (JPN).

Dari segi proses kerja, pihak pengurusan amat menitikberatkan pematuhan kepada Polisi Sistem Pengurusan Alam Sekitar (EMS) bagi memastikan aktiviti peperiksaan dan penilaian mempunyai sistem yang mapan, cekap dan berkesan.

Examination and Assessment Activities

As an Examination Centre under the supervision of the Occupational Safety and Health Competency Assessment Board (LPK KKP), NIOSH is entrusted with the management and implementation of examinations and competency assessments for legislative programmes organised by LPK KKP.

The following are the 11 Legislative Competency Examination programmes under the control and supervision of LPK KKP:

- Safety and Health Officer (SHO)
- Steam Boiler Engineer (SBE)
- Site Safety Supervisor (SSS)
- Crane Operator (CRANE)
- Chemical Health Risk Assessment (CHRA)
- Indoor Air Quality Assessor (IAQ)
- Hygiene Technician 1 (HT1)
- Hygiene Technician 2 (HT2)
- Noise Risk Assessor (NRA)
- Occupational Health Doctor (OHD)
- Authorised Gas Tester and Entry Supervisor for Confined Space (AGTES) & Refresher Training for Authorised Gas Tester and Entry Supervisor (AGTES-R)

The Examination and Certification Division (ECD) and the Examination and Certification Units (ECU) at all state offices are also responsible for managing and administering all examination and assessment programmes conducted by NIOSH. Overall, these programmes comprise five (5) types under the Legislative Competency Examination category, eighteen (18) types under the Skills Competency Examination category, and thirteen (13) types under the Trainer Examination category. In addition, thirty-eight (38) programmes are implemented under the Continuous Assessment for Safety Induction category. All examination and assessment programmes are governed by the NIOSH Examination Committee (JPN).

In terms of operational processes, NIOSH management places strong emphasis on compliance with the Environmental Management System (EMS) Policy to ensure that examination and assessment activities are conducted through a robust, efficient and effective system.

Proses peperiksaan dan penilaian bermula dengan pendaftaran permohonan peperiksaan oleh calon individu atau Penyedia Latihan Berdaftar (PLB) di bawah Jabatan Keselamatan dan Kesihatan Pekerjaan (JKKP) untuk peserta kursus yang berdaftar di bawahnya mengikut program yang ditetapkan melalui sistem pendaftaran peperiksaan yang disediakan. Calon kemudiannya boleh menyemak keputusan secara dalam talian melalui sistem e-Semakan di laman sesawang rasmi NIOSH.

Bagi peserta kursus dan calon yang lulus peperiksaan dan penilaian, sijil kehadiran, sijil jurulatih, dan sijil kelayakan boleh dimuat turun dalam bentuk digital menerusi Sistem E-Sijil NIOSH. Selain itu, bagi program-program penilaian tertentu yang telah ditetapkan, calon yang lulus penilaian akan menerima Kad Perakuan Latihan dalam bentuk kad digital (e-Card) yang boleh diakses menerusi aplikasi mudah alih MyNIOSH+.

Berikut adalah pencapaian aktiviti peperiksaan dan penilaian yang telah dilaksanakan di seluruh Malaysia sepanjang pada tahun 2025.

The examination and assessment process begins with the submission of applications by individual candidates or Registered Training Providers (RTPs) under the Department of Occupational Safety and Health (DOSH), who register candidates for the relevant programmes through the designated examination registration system. Candidates are then able to check their results online via the e-Semakan system on the official NIOSH website.

For candidates who successfully pass the examinations and assessments, certificates of attendance, trainer certificates, and qualification certificates can be downloaded in digital format via the NIOSH e-Certificate System. Additionally, for selected assessment programmes, successful candidates will receive a digital Training Certification Card (e-Card), which can be accessed through the MyNIOSH+ mobile application.

The following section presents the performance of examination and assessment activities conducted nationwide throughout 2025.

Jenis Peperiksaan dan Penilaian <i>Categories of Examinations and Assessments</i>	Program Programmes			Calon Candidates		
	Sasaran Target	Sebenar Actual	%	Sasaran Target	Sebenar Actual	%
Peperiksaan Kompetensi Perundangan <i>Regulatory competency examination</i>	4,183	3,955	95%	68,043	64,249	94%
Peperiksaan Kompetensi Kemahiran <i>Skills competency examination</i>	777	771	99%	9,960	9,465	95%
Peperiksaan Jurulatih <i>Trainers examination</i>	109	85	78%	1,157	974	84%
Penilaian Berterusan Induksi Keselamatan <i>Safety Induction Continuous Assessment</i>	5,669	6,831	120%	129,970	146,277	113%
Jumlah / Total	10,738	11,642	108%	209,130	220,965	106%

Tahun 2025 menunjukkan pencapaian sebanyak 11,642 aktiviti peperiksaan dan penilaian, dengan jumlah keseluruhan calon seramai 220,965 calon.

Antara program yang mencatatkan jumlah calon tertinggi adalah program Penilaian Berterusan Induksi Keselamatan, yang melibatkan seramai **146,277** calon dan sebanyak **6,831** aktiviti penilaian yang telah dilaksanakan. Manakala peperiksaan Kompetensi Perundangan mencatatkan jumlah calon kedua tertinggi seramai **64,249** calon dengan pelaksanaan sebanyak **3,955** aktiviti peperiksaan.

Peperiksaan Kompetensi Kemahiran pula berada pada kedudukan ketiga dengan mencatat seramai 9,465 calon melibatkan 771 aktiviti peperiksaan dan penilaian di pelbagai lokasi, termasuk di Ibu Pejabat NIOSH di Bandar Baru Bangi, Johor Bahru (Johor), Melaka, Ipoh (Perak), Pulau Pinang, Kedah, Kuantan (Pahang), Kerteh (Terengganu), Kota Bharu (Kelantan), Kuching, Bintulu and Miri (Sarawak), serta Kota Kinabalu, Labuan, Sandakan dan Tawau (Sabah).

Selain itu juga, format peperiksaan dan penilaian mengikut Jadual Spesifikasi Ujian (JSU) telah mula dilaksanakan bermula Julai 2025 bagi program peperiksaan Penyelia Keselamatan Tapak dan akan diikuti dengan program peperiksaan lain di bawah seliaan LPKKKP dari semasa ke semasa.

Persijilan

NIOSH telah memperkenalkan sijil digital (e-Sijil) sejak tahun 2018 di mana peserta yang telah lengkap menghadiri kursus dan lulus peperiksaan dan penilaian boleh memuat turun sijil digital menerusi Sistem E-Sijil. Manakala bagi program-program penilaian tertentu yang telah ditetapkan, calon yang telah lulus penilaian akan menerima Kad Perakuan Latihan dalam bentuk kad digital (e-Card) yang boleh diakses menerusi aplikasi MyNIOSH+.

Berikut adalah bilangan penajaan e-Cert dan e-Card yang telah dikeluarkan bagi semua kursus anjuran NIOSH & aktiviti-aktiviti peperiksaan dan penilaian di seluruh Malaysia pada tahun 2025 ;

In 2025, a total of 11,642 examination and assessment activities were conducted, involving 220,965 candidates overall.

Among these, the Continuous Assessment for Safety Induction programmes recorded the highest number of participants, with 146,277 candidates across 6,831 assessment activities. This was followed by Legislative Competency Examinations, which recorded the second highest number of candidates at 64,249, involving 3,955 examination activities.

Skills Competency Examinations ranked third, with 9,465 candidates across 771 examination and assessment activities conducted at various locations nationwide, including the NIOSH Headquarters in Bandar Baru Bangi, Johor Bahru (Johor), Melaka, Ipoh (Perak), Pulau Pinang, Kedah, Kuantan (Pahang), Kerteh (Terengganu), Kota Bharu (Kelantan), Kuching, Bintulu and Miri (Sarawak), as well as Kota Kinabalu, Labuan, Sandakan and Tawau (Sabah).

In addition, the examination and assessment format based on the Test Specification Schedule (JSU) was introduced in July 2025 for the Site Safety Supervisor (SSS) examination programme, and will be progressively implemented for other examination programmes under the supervision of LPKKKP.

Certification

NIOSH has introduced digital certificates (e-Certificates) since 2018, whereby participants who have successfully completed courses and passed the relevant examinations and assessments are able to download their digital certificates via the NIOSH e-Certificate System.

For selected assessment programmes, candidates who successfully pass the assessments will receive a Training Certification Card in digital format (e-Card), which can be accessed through the MyNIOSH+ application.

The following outlines the total number of e-Certificates and e-Cards generated for all NIOSH training programmes, as well as examination and assessment activities nationwide in 2025.

Bil. / No.	Sijil / Kad Certificate / Cards	Sasaran Target	Sebenar Actual	%
1.	Sijil Kehadiran <i>Certificate of Attendance</i>	127,496	82,342	65%
2.	Sijil Kelayakan <i>Certificate of Qualification</i>	12,418	10,463	84%
3.	Sijil Jurulatih <i>Certificate of Trainer</i>	87	26	30%
4.	Sijil Penghargaan <i>Certificate of Appreciation</i>	756	403	53%
5.	Sijil Salinan Kedua (hilang atau rosak) <i>Second Copy of Certificate (lost or damage)</i>	59	35	59%
6.	Kad Perakuan Latihan / <i>Competency Card</i> (AESP, AESP-R, BRS, HPWJ, HPWJ-R, IET, IET-R, SHFT, SHFT-R, WAH, WAH-R)	53,323	49,027	92%
Jumlah / Total		194,139	142,296	73%

Fasiliti Peperiksaan dan Penilaian

Bagi memastikan proses pelaksanaan peperiksaan dan penilaian berjalan dengan lancar, fasiliti yang kondusif seperti dewan dan bilik peperiksaan disediakan bagi semua calon yang akan menduduki peperiksaan dan penilaian. Kemudahan ini juga turut disediakan bagi aktiviti peperiksaan dan penilaian yang dijalankan di luar premis NIOSH bergantung kepada keperluan program peperiksaan dan penilaian serta jumlah calon.

Examination and Assessment Facilities

To ensure the smooth implementation of examination and assessment processes, conducive facilities such as examination halls and rooms are provided for all candidates undertaking examinations and assessments.

These facilities are also arranged for examination and assessment activities conducted outside NIOSH premises, depending on programme requirements and the number of candidates.

Program / Bengkel

Sepanjang tahun 2025, Bahagian Peperiksaan dan Persijilan (ECD) telah menganjurkan beberapa siri bengkel yang bertujuan untuk memperkukuh operasi dan pelaksanaan aktiviti peperiksaan dan penilaian di bawah Lembaga Peperiksaan Kompetensi Keselamatan dan Kesihatan Pekerjaan (LPK KKP) dan NIOSH selaras dengan perubahan Akta, silibus baharu yang telah dikemaskini dan Jadual Spesifikasi Ujian (JSU).

Antara bengkel yang telah dilaksanakan termasuklah Bengkel Pembangunan Soalan Peperiksaan dan Penilaian bagi peperiksaan Operator Kren, Pegawai Keselamatan dan Kesihatan, Juruteknik Higien 1 dan 2, Penaksir Risiko Bising, Penaksiran Risiko Kesihatan Kimia, Penaksir Kualiti Udara Dalam dan penilaian bagi program pasport keselamatan. Selain itu juga, Bengkel Pelaksanaan Peperiksaan kepada Staff ECD dan ECU (pegawai peperiksaan pejabat wilayah) turut diadakan bagi memastikan objektif dan kualiti peperiksaan dan penilaian dapat dicapai mengikut standard peperiksaan dan penilaian yang telah ditetapkan.

Programmes / Workshops

Throughout 2025, the Examination and Certification Division (ECD) organised a series of workshops aimed at strengthening the operations and implementation of examination and assessment activities under the Occupational Safety and Health Competency Examination Board (LPK KKP) and NIOSH. These initiatives were aligned with legislative changes, updated syllabi, and the implementation of the Test Specification Schedule (Jadual Spesifikasi Ujian, JSU).

Among the workshops conducted were the Examination and Assessment Question Development Workshops for programmes such as Crane Operator, Safety and Health Officer, Hygiene Technician 1 and 2, Noise Risk Assessor, Chemical Health Risk Assessment, Indoor Air Quality Assessor, as well as assessments for safety passport programmes.

In addition, Examination Implementation Workshops were conducted for ECD and ECU staff (regional examination officers) to ensure that the objectives and quality of examinations and assessments are achieved in accordance with established standards.

Gambar Aktiviti Peperiksaan *Examination Activities Pictures*



Peperiksaan
Examination



Bengkel Pembangunan Penilaian Program Pasport
Safety Passport Assessment Workshop



Bengkel Pelaksanaan Peperiksaan / Penilaian kepada Staff ECD dan ECU
(Pegawai Peperiksaan Pejabat Negeri/ Wilayah)
Examination/ Assessment Implementation Workshop for ECD and ECU Staff
(State/Regional Examination Officers)



**PENYEBARAN
MAKLUMAT 2025**
*INFORMATION
DISSEMINATION 2025*

PENYEBARAN MAKLUMAT 2025

Aktiviti penyebaran maklumat merupakan antara fungsi teras NIOSH dalam memperkukuh pembudayaan amalan kerja selamat dan sihat di tempat kerja. Seajar dengan peranan ini, NIOSH terus memperkasa peranannya dalam menyampaikan maklumat keselamatan dan kesihatan pekerjaan (KKP) yang tepat, relevan dan terkini bagi menyokong peningkatan tahap pematuhan serta amalan terbaik dalam kalangan majikan dan pekerja, seterusnya menyumbang kepada pengurangan kadar kemalangan dan risiko di tempat kerja.

Sepanjang tahun 2025, NIOSH telah melaksanakan pelbagai inisiatif strategik penyebaran maklumat melalui penganjuran seminar, pameran dan ceramah, di samping memperkukuh penerbitan bahan rujukan KKP merangkumi FYI, jurnal, poster, buku, risalah INTELLECT serta OSH Alert.

Dalam usaha memperluas penyampaian maklumat serta meningkatkan capaian kepada isu-isu semasa KKP, NIOSH turut menganjurkan siri ceramah bulanan secara hibrid yang dikenali sebagai #NIOSHTalk.

Dari perspektif prestasi, pelaksanaan program penyebaran maklumat menunjukkan pencapaian yang signifikan, dengan beberapa inisiatif strategik berjaya melangkaui sasaran yang ditetapkan.

INFORMATION DISSEMINATION

Information dissemination is one of NIOSH's core functions in strengthening the culture of safe and healthy work practices in the workplace. In line with this role, NIOSH continues to enhance its efforts in delivering accurate, relevant and up-to-date Occupational Safety and Health (OSH) information to support improved compliance and the adoption of best practices among employers and employees, thereby contributing to the reduction of workplace accidents and risks.

Throughout 2025, NIOSH implemented various strategic information dissemination initiatives through the organisation of seminars, exhibitions and talks. It has also enhanced the publication of OSH reference materials, including FYI publications, journals, posters, books, INTELLECT bulletins and OSH Alerts.

In expanding outreach and enhancing accessibility to current OSH issues, NIOSH also organised a series of monthly hybrid talks known as #NIOSHTalk.

From a performance perspective, the implementation of information dissemination programmes demonstrated significant achievement, with several strategic initiatives exceeding their targeted outcomes.

Jadual 1: Aktiviti Penyebaran Maklumat bagi tahun 2025

Table 1: Information Dissemination Activities 2025

No	Butiran Details	Bilangan Aktiviti Total Activities	Bilangan Peserta Total Participants
1	Seminar/Persidangan <i>Seminars/ Conferences</i>	39	2,821
2	Ceramah <i>Talks</i>	248	-
3	Pameran/Lawatan <i>Exhibitions/ Visits</i>	174	-
4	Penerbitan <i>Publications</i>	70	-

Antara Program-program yang Telah Dilaksanakan Sepanjang Tahun 2025:
Among the Programmes that were Organised in 2025



Hari Kesedaran Kesihatan Mental Peringkat NIOSH 2025

NIOSH Mental Health Awareness Day 2025

Bertempat di NIOSH Experience Centre (NEC), program ini mengetengahkan mesej penting iaitu kesejahteraan mental di tempat kerja adalah kunci kepada kehidupan yang lebih sihat dan produktif.

Held at the NIOSH Experience Centre (NEC), the programme highlighted a key message that mental well-being in the workplace is essential for a healthier and more productive life.



Sambutan Hari Kanser Sedunia Peringkat NIOSH *NIOSH World Cancer Day 2025*

Sambutan Hari Kanser Sedunia Peringkat NIOSH 2025 berjaya dijalankan pada 26 Februari 2025 di NIOSH Experience Centre, Menara NIOSH Bandar Baru Bangi. Ia berjaya menarik penyertaan pelbagai pihak termasuk dari luar NIOSH.

The NIOSH World Cancer Day 2025 programme was successfully held on 26 February 2025 at the NIOSH Experience Centre, Menara NIOSH, Bandar Baru Bangi. The programme attracted participation from various stakeholders, including participants from outside NIOSH.



Sambutan Hari Alzheimer Sedunia@NIOSH *World Alzheimer's Day@NIOSH Programme*

Sempena Hari Alzheimer Sedunia yang disambut setiap 21 September, NIOSH turut melaksanakan program berkaitan bagi meningkatkan kesedaran, membina pemahaman dan menyokong mereka yang berhadapan dengan cabaran penyakit neurodegeneratif progresif yang dicirikan oleh kehilangan ingatan tersebut.

In conjunction with World Alzheimer's Day, observed annually on 21 September, NIOSH organised a special programme to raise awareness, enhance understanding, and support individuals affected by this progressive neurodegenerative condition characterised by memory loss.



Sambutan Hari Kebangsaan Peringkat NIOSH 2025

NIOSH National Day Celebration 2025

Bertempat di NIOSH Experience Centre, Menara NIOSH Bandar Baru Bangi, Program Sambutan Hari Kebangsaan Peringkat NIOSH 2025 telah berjaya dianjurkan pada 26 Ogos 2025.

The NIOSH National Day Celebration 2025 was successfully held on 26 August 2025 at the NIOSH Experience Centre, Menara NIOSH, Bandar Baru Bangi.

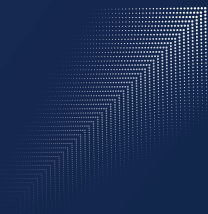


#NIOSHTalk

#NIOSHTalk

NIOSH turut menganjurkan perkongsian ilmu menerusi program hibrid bulanan yang dikenali sebagai #NIOSHTalk dan ia melibatkan peserta yang hadir secara fizikal serta dalam talian.

NIOSH also organised knowledge-sharing sessions through a monthly hybrid programme known as #NIOSHTalk, involving participants attending both physically and online.



**PEJABAT-PEJABAT
WILAYAH**
REGIONAL OFFICES

PEJABAT-PEJABAT NIOSH NEGERI

NIOSH STATE OFFICES

Pada tahun 2025, NIOSH telah melaksanakan penstrukturan semula organisasi yang melibatkan penjenamaan semula pejabat cawangan dan satelit kepada Pejabat NIOSH Negeri. Inisiatif ini diperkenalkan bagi memperkukuh kecekapan tadbir urus serta meningkatkan keberkesanan penyampaian perkhidmatan di peringkat negeri.

Melalui penstrukturan ini, semua Pejabat NIOSH Negeri diselaraskan secara langsung di bawah Pejabat Pengarah Eksekutif (Executive Director's Office – EDO), sekaligus memperkemas rantai pelaporan, mempercepatkan proses membuat keputusan serta memastikan pelaksanaan dasar dan inisiatif strategik dapat diselaraskan di seluruh negara.

Pendekatan ini juga membolehkan NIOSH meningkatkan respons terhadap keperluan industri setempat, memperkukuh hubungan dengan pemegang taruh di peringkat negeri serta memperluaskan impak program keselamatan dan kesihatan pekerjaan (KKP) secara lebih menyeluruh dan berfokus.

Selaras dengan penstrukturan ini, rangkaian Pejabat NIOSH Negeri adalah seperti berikut:

In 2025, NIOSH undertook an organisational restructuring exercise which involved the rebranding of branch and satellite offices into NIOSH State Offices. This initiative was introduced to strengthen governance efficiency and enhance the effectiveness of service delivery at the state level.

Through this restructuring, all NIOSH State Offices will report directly to the Executive Director's Office (EDO), thereby streamlining reporting lines, accelerating decision-making processes and ensuring consistent implementation of policies and strategic initiatives nationwide.

This approach also enables NIOSH to better respond to local industry needs, strengthen engagement with stakeholders at the state level, and expand the impact of Occupational Safety and Health (OSH) programmes in a more comprehensive and targeted manner.

In line with this restructuring, the network of NIOSH State Offices is as follows:

SEMENANJUNG MALAYSIA PENINSULAR MALAYSIA

- Pejabat NIOSH Negeri Pulau Pinang – NPNO
NIOSH Penang Office – NPNO
- Pejabat NIOSH Negeri Kedah – NKDO
NIOSH Kedah Office – NKDO
- Pejabat NIOSH Negeri Perak – NPRO
NIOSH Perak Office – NPRO
- Pejabat NIOSH Negeri Johor – NJHO
NIOSH Johor Office – NJHO
- Pejabat NIOSH Negeri Johor (Pengerang) – NJHO (PRG)
NIOSH Johor Office (Pengerang – NJHO (PRG))
- Pejabat NIOSH Negeri Melaka – NML0
NIOSH Melaka Office – NML0
- Pejabat NIOSH Negeri Pahang – NPHO
NIOSH Pahang Office – NPHO
- Pejabat NIOSH Negeri Terengganu – NTGO
NIOSH Terengganu Office – NTGO
- Pejabat NIOSH Negeri Kelantan – NKLO
NIOSH Kelantan Office – NKLO

SARAWAK

- Pejabat NIOSH Negeri Sarawak – NSWO
NIOSH Sarawak Office – NSWO
- Pejabat NIOSH Negeri Sarawak (Bintulu) – NSWO (BTU)
NIOSH Sarawak Office (Bintulu) – NSWO (BTU)
- Pejabat NIOSH Negeri Sarawak (Miri) – NSWO (MRI)
NIOSH Sarawak Office (Miri) – NSWO (MRI)
- Pejabat NIOSH Negeri Sarawak (Sibu) – NSWO (SBU)
NIOSH Sarawak Office (Sibu)

SABAH

- Pejabat NIOSH Negeri Sabah – NSBO
NIOSH Sabah Office – NSBO
- Pejabat NIOSH Negeri Sabah (WP Labuan) – NSBO (FTL)
NIOSH Sabah Office (FT Labuan) – NSBO (FTL)
- Pejabat NIOSH Negeri Sabah (Sandakan) – NSBO (SDK)
NIOSH Sabah Office (Sandakan) – NSB (SDK)
- Pejabat NIOSH Negeri Sabah (Tawau) – NSBO (TWU)
NIOSH Sabah Office (Tawau)

Struktur baharu ini mencerminkan komitmen NIOSH dalam memperkukuh penyampaian perkhidmatan KKP secara lebih tersusun, responsif dan berimpak tinggi di seluruh negara melalui pendekatan berasaskan negeri.

The new structure reflects NIOSH's commitment to strengthen OSH service delivery through a more structured, responsive and high-impact state-based approach nationwide.

PEJABAT NIOSH NEGERI PULAU PINANG (NPNO) NIOSH PENANG OFFICE (NPNO)

Seiring dengan pertumbuhan pesat sektor perindustrian dan perkhidmatan, kewujudan NIOSH di Wilayah Utara Semenanjung Malaysia telah memberikan nilai tambah yang signifikan kepada organisasi dalam memastikan pematuhan terhadap aspek Keselamatan dan Kesihatan Pekerjaan (KKP).

In line with the rapid growth of the industrial and services sectors, the presence of NIOSH in the Northern Region of Peninsular Malaysia has added significant value in ensuring compliance with Occupational Safety and Health (OSH) requirements.

Sebagai peneraju KKP di kawasan utara, NPNO melaksanakan pelbagai program latihan, khidmat runding serta aktiviti penyebaran maklumat bagi memenuhi keperluan industri setempat.

As a key provider in the northern region, NPNO implements various training programmes, consultancy services and information dissemination activities to meet local industry needs.

Pendekatan ini menyokong usaha memperkukuh budaya kerja selamat, meningkatkan tahap pematuhan organisasi terhadap keperluan KKP serta memastikan penyampaian perkhidmatan yang relevan selari dengan keperluan industri semasa.

This approach supports efforts to strengthen a culture of safe work practices, enhance organisational compliance with OSH requirements, and ensure the delivery of relevant services aligned with current industry demands.

PROGRAM LATIHAN

Sepanjang tahun 2025, pencapaian program latihan menunjukkan prestasi yang memberangsangkan dengan peningkatan dalam pelaksanaan program dan penyertaan peserta.

TRAINING PROGRAMMES

Throughout 2025, the performance of training programmes showed encouraging progress, with an increase in both programme implementation and participant participation.

Kategori Categories	Program Programmes			Peserta Participants		
	Sasaran Target	Sebenar Actual	%	Sasaran Target	Sebenar Actual	%
Program Kesedaran <i>Awareness Programme</i>	10	7	70.0	104	164	157.7
Kompetensi Perundangan <i>Regulatory Competency</i>	216	179	82.9	3086	2561	82.9

Kategori <i>Categories</i>	Program <i>Programmes</i>			Peserta <i>Participants</i>		
	Sasaran <i>Target</i>	Sebenar <i>Actual</i>	%	Sasaran <i>Target</i>	Sebenar <i>Actual</i>	%
Kompetensi Kemahiran <i>Skills Competency</i>	52	84	161.5	848	1140	134.4
Program Jurulatih <i>Trainer Programme</i>	4	4	100.0	60	32	53.3
Program Induksi Keselamatan <i>Safety Induction Programme</i>	535	673	125.8	10793	11882	110.1
Jumlah / Total	817	947	115.9	14891	15779	105.9

PENCAPAIAN PROGRAM LATIHAN NPNO

Peningkatan ini disumbangkan oleh:

- Pelaksanaan program kompetensi kemahiran melalui program OSH Coordinator (OSH-C)
- Pengenalan program induksi keselamatan baharu yang memenuhi keperluan industry dan hanya ditawarkan oleh NPNO

Tiga program turut diperkenalkan iaitu:

- NIOSH Jabil Safety Passport (NJSP)
- NIOSH AT&S Safety Passport (NATSP)
- NIOSH Ilden Safety Passport (NISP)

Pelaksanaan program-program ini mencerminkan keupayaan NIOSH dalam menyesuaikan penawaran latihan selari dengan keperluan industri semasa, khususnya dalam sektor elektrik dan elektronik.

NPNO TRAINING PROGRAMME PERFORMANCE

This growth was driven by the following factors:

- *Implementation of competency-based training programmes through the OSH Coordinator (OSH-C) programme*
- *Introduction of new safety induction programmes tailored to industry needs and exclusively offered by NPNO*

Three programmes were also introduced, namely:

- *NIOSH Jabil Safety Passport (NJSP)*
- *NIOSH AT&S Safety Passport (NATSP)*
- *NIOSH Ilden Safety Passport (NISP)*

The implementation of these programmes reflects NIOSH's capability to align its training offerings with current industry requirements, particularly within the electrical and electronics sector.

KHIDMAT RUNDINGAN

Dalam memperkukuh peranan sebagai rakan strategik industri, NPNO telah memperluaskan penyampaian perkhidmatan perundingan yang berfokus kepada peningkatan pematuhan serta pengurusan risiko KKP.

Perkhidmatan perundingan ditawarkan merangkumi empat (4) teras utama:

- Pematuhan Perundangan (Regulatory Compliance – RC)
- Penyelesaian KKP (Occupational Safety Solutions – OS)
- Khidmat Nasihat KKP (Advisory Services – AS)
- Perkhidmatan Teknikal (Technical Services – TS)

CONSULTANCY SERVICE

In strengthening its role as a strategic industry partner, NPNO has expanded the delivery of consultancy services with a focus on enhancing compliance and OSH risk management.

The consultancy services offered encompass four (4) key pillars:

- *Regulatory Compliance (RC)*
- *OSH Solutions (OS)*
- *Advisory Services (AS)*
- *Technical Services (TS)*

Kategori Perundingan <i>Consultancy Categories</i>	Jumlah projek <i>Number of Projects</i>
Pematuhan Perundangan (RC) <i>Regulatory Compliance</i>	2
WINA	13

Sebanyak dua projek pematuhan perundangan telah berjaya dilaksanakan, merangkumi:
A total of two regulatory compliance projects were successfully implemented, comprising:



Chemical Health Risk Assessment (CHRA) di Jady Makmur Trading
Chemical Health Risk Assessment (CHRA) at Jady Makmur Trading



Indoor Air Quality (IAQ) di Makmal Keselamatan dan Kualiti Makanan Kedah
Indoor Air Quality (IAQ) at Makmal Keselamatan dan Kualiti Makanan Kedah

Pelaksanaan program-program ini amat penting dalam membantu organisasi memenuhi keperluan perundangan serta mengurangkan risiko pendedahan kepada bahaya di tempat kerja.

The implementation of these programmes is crucial in supporting organisations to meet regulatory requirements and reduce the risk of exposure to workplace hazards.

WORKPLACE IMPROVEMENT NEED ANALYSIS (WINA)

Program WINA menjadi pemacu utama dalam mengenal pasti jurang amalan KKP serta mencadangkan penambahbaikan kepada organisasi. Pada tahun 2025, sebanyak 13 organisasi telah terlibat dalam pelaksanaan program ini di zon utara (Pulau Pinang dan Kedah), merangkumi pelbagai sektor industri seperti pembuatan, logistik dan teknologi.

Organisasi yang terlibat ialah :

- i) NSW Automation Sdn Bhd,
- ii) Kamen Steel Industries Sdn Bhd,
- iii) PKT Logistics Group,
- iv) Aident Corporation Sdn Bhd,
- v) Aicello Malaysia Sdn.Bhd,

- vi) Marelli Automotive Lighting Malaysia Sdn Bhd,
- vii) Silterra Malaysia,
- viii) Energy Synergy Technologies Sdn. Bhd,
- ix) Denko Ipc Sdn. Bhd,
- x) Menara Kerjaya Fasteners Sdn. Bhd,
- xi) Ha Pack Industry Sdn Bhd,
- xii) Jady Makmur Trading Dan
- xiii) Update Paper Sdn Bhd.

WINA bukan sahaja membantu organisasi terbabit mengenal pasti keperluan penambahbaikan, malah turut menyokong pembentukan budaya kerja selamat dan persekitaran kerja yang kondusif.

WORKPLACE IMPROVEMENT NEED ANALYSIS (WINA)

The WINA programme serves as a key driver in identifying gaps in OSH practices and recommending improvements to organisations. In 2025, a total of 13 organisations participated in the implementation of this programme in the northern zone (Penang and Kedah), covering various industry sectors such as manufacturing, logistics and technology.

The organisations involved were as follows:

- i) NSW Automation Sdn Bhd
- ii) Kamen Steel Industries Sdn Bhd
- iii) PKT Logistics Group
- iv) Aident Corporation Sdn Bhd
- v) Aicello Malaysia Sdn Bhd

- vi) Marelli Automotive Lighting Malaysia Sdn Bhd
- vii) Silterra Malaysia
- viii) Energy Synergy Technologies Sdn Bhd
- ix) Denko IPC Sdn Bhd
- x) Menara Kerjaya Fasteners Sdn Bhd
- xi) Ha Pack Industry Sdn Bhd
- xii) Jady Makmur Trading
- xiii) Update Paper Sdn Bhd

The WINA programme not only assists participating organisations in identifying areas for improvement, but also supports the development of a safe working culture and a conducive work environment.



PENYEBARAN MAKLUMAT

Dalam usaha memperkukuh kesedaran dan budaya Keselamatan dan Kesihatan Pekerjaan (KKP), Pejabat Negeri Pulau Pinang turut melaksanakan aktiviti penyebaran maklumat secara strategik dan berfokus. Antara pendekatan utama yang dilaksanakan adalah melalui penganjuran pameran dan ceramah ringkas KKP, yang berperanan sebagai platform efektif dalam menyampaikan maklumat terkini, meningkatkan kesedaran risiko serta mempromosikan amalan kerja selamat kepada majikan dan pekerja.

INFORMATION DISSEMINATION

In efforts to strengthen awareness and promote a culture of Occupational Safety and Health (OSH), the Penang State Office has implemented strategic and targeted information dissemination activities. Key approaches include the organisation of exhibitions and OSH awareness talks, which serve as effective platforms for delivering up-to-date information, enhancing risk awareness, and promoting safe work practices among employers and employees.



PEJABAT NIOSH KEDAH (NKDO) NIOSH KEDAH OFFICE (NKDO)

WIRA KESUMA

Pasukan NKDO turut menyertai Skuad Ihsan MADANI: Wira KESUMA yang diterajui Kementerian Sumber Manusia (KESUMA) untuk melaksanakan misi bantuan, pembersihan dan pembaikan pasca banjir di ADTEC JTM Kampus Kangar, Perlis pada 4 Disember 2025. Ketua Setiausaha KESUMA Datuk Azman bin Mohd Yusof turut serta dalam misi ini di samping meninjau keadaan serta tahap kerosakan fasiliti yang terjejas.

Selaras dengan teras Ihsan dan Kesejahteraan dalam Kerangka Malaysia MADANI, program ini memberi tumpuan kepada usaha pemulihan segera kemudahan pendidikan dan latihan kemahiran. Seramai 200 sukarelawan dari ADTEC Jitra, Kepala Batas, Perai serta JM TI bersama-sama dengan kakitangan agensi-agensi KESUMA terlibat secara aktif dalam menjayakan misi ini.

Pelaksanaan program turut mendapat sokongan rakan strategik yang menyediakan peralatan bagi melaksanakan kerja pembersihan menyeluruh melibatkan bangunan pentadbiran, bengkel serta asrama pelajar. Di samping itu, bantuan makanan telah diagihkan kepada mangsa banjir melalui sumbangan:

- Kelab Kebajikan KESUMA / JHEKS – 270 bakul makanan
- PERKESO – 50 bakul makanan
- NIOSH – 70 bakul makanan

Secara keseluruhannya, inisiatif ini mencerminkan komitmen KESUMA dalam memperkukuh semangat solidariti, mempercepat proses pemulihan komuniti serta memastikan kelangsungan operasi institusi latihan kemahiran. Penglibatan sukarelawan juga memperlihatkan penghayatan nilai Malaysia MADANI yang menekankan kepedulian, kebersamaan dan tanggungjawab sosial dalam kalangan warga kerja dan masyarakat.

WIRA KESUMA

The NKDO team also participated in the “Skuad Ihsan MADANI: Wira KESUMA”, led by the Ministry of Human Resources (KESUMA), in carrying out post-flood assistance, cleaning and repair operations at ADTEC JTM Kampus, Perlis on 4 December 2025. The Secretary-General of KESUMA, Datuk Azman bin Mohd Yusof, was also present during the mission to assess the situation and evaluate the extent of damage to the affected facilities.

In line with the principles of Compassion and Well-being under the Malaysia MADANI framework, the programme focused on the immediate restoration of education and skills training facilities. A total of 200 volunteers from ADTEC Jitra, Kepala Batas, Perai, as well as JM TI, together with personnel from KESUMA agencies, actively participated in the mission.

The implementation of the programme was further supported by strategic partners who provided equipment for comprehensive cleaning works involving administrative buildings, workshops and student hostels. In addition, food assistance was distributed to flood victims through contributions from:

- KESUMA Welfare Club / JHEKS – 270 food baskets
- PERKESO – 50 food baskets
- NIOSH – 70 food baskets

Overall, this initiative reflects KESUMA's commitment to strengthening solidarity, accelerating community recovery efforts, and ensuring the continuity of operations at skills training institutions. The involvement of volunteers also demonstrates the embodiment of Malaysia MADANI values, emphasising compassion, unity and social responsibility among the workforce and the community.



PEJABAT NIOSH NEGERI PERAK (NPRO) NIOSH PERAK OFFICE (NPRO)

Sepanjang tahun 2025, NPRO telah melaksanakan sebanyak 103 aktiviti, merangkumi 78 lawatan industri, 9 sesi ceramah OSH Talk serta 14 program pameran, jerayawara dan inisiatif komuniti, di samping program khas yang melibatkan agensi dan pemegang taruh strategik.

Pelaksanaan lawatan industri melibatkan pelbagai organisasi merentasi sektor perkilangan, logistik, pendidikan dan agensi kerajaan seperti Sri Martek Marble Industries (M) Sdn Bhd, Toyo Plastic (M) Sdn Bhd, Sika Kimia Sdn Bhd, Quest International University, MIDA dan MB Inc Perak. Selain itu, program OSH Talk telah dilaksanakan di pelbagai lokasi termasuk Politeknik Ungku Omar, Quest International University, NiATS Oil & Gas and Marine Academy dan Depot Kenderaan TLDM Lumut, dengan fokus kepada peningkatan kesedaran melalui topik seperti HIRARC.

NPRO juga aktif dalam program pameran, jerayawara dan inisiatif komuniti seperti Program Jerayawara Dasar Gaji Progresif, program TVET dan karnival kerjaya, Karnival Industri Semikonduktor (KITES) serta program pencegahan eksploitasi pekerja, yang menyokong agenda nasional dalam memperkukuh kesedaran, kemahiran dan kesejahteraan tenaga kerja.

Throughout 2025, the NPRO implemented a total of 103 activities, comprising 78 industrial visits, 9 OSH Talk sessions, and 14 exhibitions, roadshow and community programmes, in addition to special programmes involving agencies and strategic stakeholders.

The industrial visits involved a wide range of organisations across sectors such as manufacturing, logistics, education and government agencies, including Sri Martek Marble Industries (M) Sdn Bhd, Toyo Plastic (M) Sdn Bhd, Sika Kimia Sdn Bhd, Quest International University, MIDA and MB Inc Perak. In addition, OSH Talk programmes were conducted at various locations, including Politeknik Ungku Omar, Quest International University, NiATS Oil & Gas and Marine Academy, and the Royal Malaysian Navy (RMN) Vehicle Depot in Lumut, focusing on raising awareness through topics such as HIRARC.

NPRO was also actively involved in exhibitions, roadshows and community initiatives such as the Progressive Wage Policy Roadshow Programme, TVET programmes and career carnivals, the Semiconductor Industry Carnival (KITES), as well as programmes on the prevention of worker exploitation. These initiatives support the national agenda in strengthening workforce awareness, skills and well-being.

Penguatan Kerjasama Industri dan Libat Urus

Sebahagian besar aktiviti tertumpu kepada lawatan kerja dan kunjungan strategik ke organisasi industri, merangkumi sektor perkilangan, kuari, logistik, automotif, kimia, pendidikan dan teknologi.

Lawatan ini memberi fokus kepada:

- Penilaian keberkesanan operasi dan amalan keselamatan
- Perbincangan kerjasama latihan dan pembangunan kompetensi
- Promosi kursus seperti OSH-C, HIRARC, WAH, SHO, BOFA dan AESP
- Cadangan pelaksanaan ceramah, latihan serta program kesedaran di tempat kerja

Pendekatan ini turut melibatkan sesi libat urus bersama pengurusan tertinggi syarikat bagi memastikan komitmen terhadap pematuhan KKP serta pengurangan risiko kemalangan pekerjaan.

Strengthening Industry Collaboration and Engagement

A significant proportion of activities focused on working visits and strategic engagements with industry organisations across sectors including manufacturing, quarrying, logistics, automotive, chemicals, education and technology.

These visits focused on:

- *Evaluating operational effectiveness and safety practices*
- *Discussing collaboration on training and competency development*
- *Promoting courses such as OSH-C, HIRARC, WAH, SHO, BOFA and AESP*
- *Recommending the implementation of workplace talks, training and awareness programmes*

This approach also involved engagement sessions with senior management to ensure commitment towards OSH compliance and the reduction of workplace accident risks.



Kunjungan ke Amanjaya Holdings & Ventures Sdn Bhd, Ipoh, Perak.

Visit to Amanjaya Holdings & Ventures Sdn Bhd, Ipoh, Perak.



Lawatan Kerja Ke Sri Martek Marble Industries (M) Sdn Bhd, Simpang Pulai, Perak.

Working visit to Sri Martek Marble Industries (M) Sdn Bhd, Simpang Pulai, Perak.

Pembangunan Kesedaran dan Pendidikan KKP

Pelaksanaan ceramah OSH Talk telah dijalankan secara konsisten melibatkan:

- Institusi pendidikan seperti politeknik, universiti dan akademi
- Sektor industri termasuk syarikat dan organisasi awam

Antara fokus utama termasuk:

- Topik Hazard Identification, Risk Assessment and Risk Control (HIRARC)
- Pendedahan awal kepada pelajar dan tenaga kerja
- Peningkatan kesedaran keselamatan dalam kalangan pekerja dan pengurusan



Taklimat OSH Talk di North Perak Chinese Chamber of Commerce & Industry
OSH Talk briefing at North Perak Chinese Chamber of Commerce & Industry

OSH Awareness and Education Development

The implementation of OSH Talk sessions was carried out consistently, involving:

- *Educational institutions such as polytechnics, universities and academies*
- *Industry sectors, including companies and public organisations*

Key focus areas included:

- *Topics on Hazard Identification, Risk Assessment and Risk Control (HIRARC)*
- *Early exposure for students and the workforce*
- *Enhancing safety awareness among employees and management*



OSH TALK di Quest International University, Ipoh.
OSH TALK at Quest International University, Ipoh.

Penyertaan Program Nasional, TVET dan Komuniti

NIOSH Perak turut aktif menyertai dan menyumbang dalam pelbagai program berskala negeri dan nasional seperti:

- Program Jerayawara Dasar Gaji Progresif (penyertaan ~200 peserta)
- Program TVET dan karnival kerjaya
- Jelajah pendidikan dan pameran institusi kerajaan
- Program pencegahan eksploitasi pekerja dan inisiatif buruh paksa sifar
- Program CSR dan komuniti

Selain itu, penyertaan dalam program seperti Karnival Industri Semikonduktor (KITES) dan jelajah TVET menyokong aspirasi pembangunan tenaga kerja mahir serta agenda ekonomi negara.

Participation in National, TVET and Community Programmes

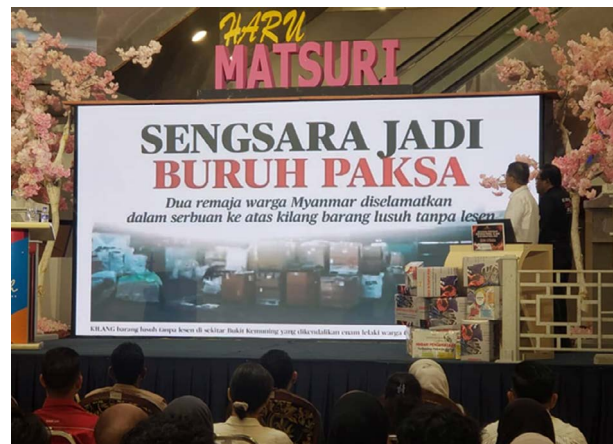
NIOSH Perak actively participated in and contributed to various state and national-level programmes, including:

- Progressive Wage Policy Roadshow Programme (approximately 200 participants)
- TVET programmes and career carnivals
- Education roadshows and exhibitions by government institutions
- Programmes on the prevention of worker exploitation and zero forced labour initiatives
- CSR and community programmes

In addition, participation in programmes such as the Semiconductor Industry Carnival (KITES) and TVET roadshows supports the development of a skilled workforce and aligns with the national economic agenda.



Program Jelajah AIM TVET Bersama Menteri Besar Perak
AIM TVET Roadshow with Menteri Besar of Perak



Program Jerayawara Pencegahan Eksploitasi Pekerja
Prevention of Worker Exploitation Prevention Roadshow

Penguatan Jaringan Strategik dan Kerjasama Institusi

Pejabat NIOSH Perak turut memperkukuh kerjasama melalui:

- Libat urus bersama agensi kerajaan seperti HRD Corp, MB Inc, MIDA dan agensi KESUMA
- Kerjasama dengan institusi pendidikan dan pusat latihan TVET
- Kolaborasi dengan industri bagi pelaksanaan latihan dan program kesedaran

Inisiatif ini turut membuka ruang kepada pelaksanaan program bersama, perkongsian kepakaran serta pembangunan fasiliti latihan pada masa hadapan.



Program Jelajah Pendidikan TVET dan Pameran Institusi Kerajaan Perak
TVET Education Roadshow and Exhibition

Secara keseluruhan, pelaksanaan inisiatif ini mencerminkan peranan aktif NPRO dalam memperluas capaian perkhidmatan, meningkatkan kesedaran serta memperkukuh pembudayaan amalan kerja selamat dan sihat dalam kalangan majikan, pekerja dan komuniti di negeri Perak.

Strengthening Strategic Networks and Institutional Collaboration

The NIOSH Perak Office has also strengthened collaboration through:

- Engagements with government agencies such as HRD Corp, MB Inc, MIDA and KESUMA agencies
- Partnerships with educational institutions and TVET training centres
- Collaboration with industry for the implementation of training and awareness programmes

These initiatives have also created opportunities for joint programmes, knowledge sharing, and the future development of training facilities.



Pameran Sempena Karnival Kerjaya Myfuture Jobs di Ipoh, Perak.
Exhibition in conjunction with Myfuture Jobs Carnival in Ipoh, Perak.

Overall, the implementation of these initiatives reflects the active role of the NPRO in expanding service reach, enhancing awareness, and strengthening the culture of safe and healthy work practices among employers, employees and the community in Perak.

PEJABAT NIOSH NEGERI JOHOR (NJHO) & PENERANG (NJHO-PRG) NIOSH JOHOR OFFICE (NJHO) & PENERANG (NJHO-PRG)

Sepanjang tahun 2025, Pejabat NIOSH Negeri Johor (NJHO) dan NJHO Pengerang telah mencatatkan prestasi memberangsangkan dalam pelaksanaan program latihan dan pembangunan kompetensi KKP.

Dari segi pencapaian, NJHO merekodkan hasil sebanyak RM9.49 juta, melebihi sasaran RM9.03 juta (104%), dengan pelaksanaan 2,431 program berbanding sasaran 1,316 (185%) serta penyertaan seramai 24,847 peserta berbanding sasaran 23,284 (107%). Bagi Pejabat Pengerang, pencapaian hasil adalah sebanyak RM2.06 juta (111%), dengan 265 program (133%) dan penyertaan 5,623 peserta (127%).

Throughout 2025, the NIOSH Johor State Office (NJHO) and NJHO Pengerang recorded strong performance in the implementation of OSH training programmes and competency development.

In terms of performance, NJHO generated revenue of RM9.49 million, exceeding its target of RM9.03 million (104%), with the implementation of 2,431 programmes compared to a target of 1,316 (185%), and participation of 24,847 participants against a target of 23,284 (107%). Meanwhile, the Pengerang Office recorded revenue of RM2.06 million (111%), with 265 programmes implemented (133%) and participation of 5,623 participants (127%).

PENCAPAIAN NIOSH JOHOR DAN PENERANG 2025 NIOSH JOHOR AND PENERANG PERFORMANCE 2025

NO	PEJABAT OFFICE	TAHUN YEAR	SEBENAR ACTUAL (RM)	SASARAN TARGETED (RM)	%	SEBENAR ACTUAL (PROGRAM)	SASARAN TARGETED (PROGRAM)	%	SEBENAR ACTUAL (PAX)	SASARAN TARGETED (PAX)	%
1.	NJHO	2025	9,485,800.89	9,026,605.00	104	2,431	1316	185	24,847	23284	107
2.	NJHO (PRG)		2,055,400.00	1,843,800.00	111	265	199	133	5623	4442	127



SRO JBU
RM 9,026,605.00

RM 9,485,800.89



SRO PRG
RM 1,843,800.00

RM 2,055,400.00

Pelaksanaan program tertumpu kepada pembangunan kompetensi melalui kursus seperti Occupational Safety and Health Coordinator (OSH-C) termasuk kolaborasi bersama agensi seperti Jabatan Bomba dan Penyelamat Malaysia serta program peningkatan kemahiran seperti PRO Mahir.

Selain itu, NJHO turut menyokong inisiatif nasional melalui penyertaan dalam National Training Week (NTW) di Johor dan Pengerang dengan fokus kepada pembangunan kerjaya dalam bidang OSH serta latihan berkaitan keselamatan kerja seperti working at height.

Program "outreach" turut dilaksanakan secara meluas di beberapa lokasi termasuk Mersing, Muar dan Batu Pahat, melibatkan pelbagai modul latihan seperti NTSP, OSHC, EOSP dan lain-lain, dengan penyertaan mencecah lebih 100 peserta bagi setiap lokasi utama.

Dalam aspek tanggungjawab sosial dan libat urus komuniti, NJHO terlibat dalam Program CSR PUSPANITA KESUMA di Johor Bahru yang memberi fokus kepada kebajikan komuniti. Selain itu, penglibatan dalam Sukan KESUMA (SPARK 2025) turut memperkukuh semangat kebersamaan dalam kalangan agensi di bawah kementerian.

NJHO juga melaksanakan program penanda aras melibatkan beberapa Sekolah Berasrama Penuh di Johor dan Melaka, serta menganjurkan Seminar Strengthening Occupational Safety and Health for Industry in Johor yang menghimpunkan lebih 100 peserta industri bagi memperkukuh kesedaran dan amalan KKP.

Programme implementation focused on competency development through courses such as the Occupational Safety and Health Coordinator (OSH-C), including collaborations with agencies such as the Fire and Rescue Department of Malaysia, as well as skills enhancement programmes such as PRO Mahir.

In addition, NJHO supported national initiatives through participation in National Training Week (NTW) in Johor and Pengerang, with a focus on career development in OSH and workplace safety training, including working at height.

Outreach programmes were also widely implemented across several locations, including Mersing, Muar and Batu Pahat, covering various training modules such as NTSP, OSHC, EOSP and others, with participation exceeding 100 participants at each key location.

In terms of social responsibility and community engagement, NJHO was involved in the PUSPANITA KESUMA CSR Programme in Johor Bahru, focusing on community welfare. Participation in the KESUMA Sports (SPARK 2025) programme also strengthened unity among agencies under the Ministry.

NJHO further implemented benchmarking programmes involving several fully residential schools in Johor and Melaka, and organised the Seminar on Strengthening Occupational Safety and Health for Industry in Johor, which attracted over 100 industry participants to enhance OSH awareness and practices.



Program Occupational Safety and Health Coordinator (OSH-C) JBPM di Pejabat NJHO
Occupational Safety and Health Coordinator (OSH-C) programme for JBPM at NJHO office



Program OSH-C PRO-MAHIR di Pejabat NJHO
OSH-C PRO-MAHIR programme at NJHO office



National Training Week di Pejabat NJHO
National Training Week at NJHO office



National Training Week di NJHO Pengerang
National Training Week at NJHO Pengerang

PEJABAT NIOSH NEGERI MELAKA (NMLO) NIOSH MELAKA OFFICE (NMLO)

Sepanjang tahun 2025, NMLO telah melaksanakan pelbagai inisiatif yang memfokuskan kepada pembangunan kompetensi, peningkatan kesedaran serta pengukuhan amalan KKP dalam kalangan penjawat awam, pelajar dan komuniti.

Berikut adalah antara program-program yang telah dilaksanakan:

LATIHAN PERCUMA OSH-C MADANI FREE OSH-C MADANI TRAINING

NMLO telah menganjurkan Program Latihan Percuma Program Penyelaras Keselamatan dan Kesihatan Pekerjaan (OSH-C MADANI) bersama penjawat awam di bawah Exco Kesihatan, Sumber Manusia dan Perpaduan Negeri Melaka.

Program ini telah diadakan pada 28 hingga 30 Oktober 2025 melibatkan seramai 27 orang peserta. Ia diadakan bagi meningkatkan pengetahuan serta kompetensi peserta dalam pengurusan KKP di tempat kerja.

Throughout 2025, NMLO implemented various initiatives focusing on competency development, awareness enhancement, and the strengthening of OSH practices among public sector employees, students and the community.

The following are among the programmes implemented:

NMLO organised a Free Training Programme for the Occupational Safety and Health Coordinator (OSH-C MADANI) in collaboration with public sector personnel under the Melaka State Exco for Health, Human Resources and Unity.

The programme was held from 28 to 30 October 2025, involving a total of 27 participants. It was conducted to enhance participants' knowledge and competency in managing OSH at the workplace.



SEHARI BERSAMA KESUMA MELAKA 2025 A DAY WITH KESUMA MELAKA 2025

Pada 29 September 2025, NMLO telah terlibat dalam Program Sehari Bersama KESUMA Melaka 2025 bertajuk "Pemeriksaan Tenaga Kerja Seiring Pesesatan Teknologi" yang berlangsung di Swiss-Garden Hotel Melaka. Program tersebut melibatkan 100 orang peserta dan telah dirasmikan oleh Exco Kesihatan, Sumber Manusia dan Perpaduan Negeri Melaka YB Datuk Ngwe Hee Sem, serta dihadiri oleh ketua-ketua jabatan dan agensi KESUMA di Melaka.

Kakitangan NIOSH turut mengadakan demonstrasi bantuan pernafasan (CPR) kepada peserta bagi meningkatkan kesedaran dan kesiapsiagaan mereka dalam menghadapi situasi kecemasan.

On 29 September 2025, NMLO participated in the A Day with KESUMA Melaka 2025 programme titled "Empowering the Workforce in Line with Technological Advancements", held at Swiss-Garden Hotel Melaka.

The programme involved 100 participants and was officiated by the Melaka State Exco for Health, Human Resources and Unity, YB Datuk Ngwe Hee Sem, and attended by heads of departments and agencies under KESUMA in Melaka.

NIOSH personnel also conducted a cardiopulmonary resuscitation (CPR) demonstration for participants to enhance their awareness and preparedness in handling emergency situations.



OSH TALK DAN KOLABORASI STRATEGIK OSH TALK AND STRATEGIC COLLABORATION

Pada 7 Julai 2025, NMLO telah melaksanakan program OSH Talk dan pameran sempena "Mahrajan TVET Tahfiz" serta Majlis Perasmian Jalinan Kolaborasi bersama rakan strategik Kolej Termaju JTM (ADTEC JTM) Kampus Selandar Tahun 2025.

Program yang diadakan di ADTEC JTM Kampus Selandar tersebut melibatkan 150 orang peserta manakala sesi OSH Talk telah dikendalikan oleh Ts. Abdullah Monsi sebagai tenaga pengajar NIOSH.

Program ini bertujuan meningkatkan kesedaran KKP dalam kalangan pelajar serta memperkukuh jalinan kerjasama strategik antara NIOSH dan institusi latihan kemahiran.

On 7 July 2025, NMLO conducted an OSH Talk programme and exhibition in conjunction with the "Mahrajan TVET Tahfiz" and the Official Launch Ceremony of Strategic Collaboration with ADTEC JTM Selandar Campus 2025.

The programme, held at ADTEC JTM Selandar Campus, involved 150 participants while the OSH Talk session was delivered by Ts. Abdullah Monsi, a NIOSH trainer.

The programme aimed to enhance OSH awareness among students and strengthen strategic collaboration between NIOSH and skills training institutions.



PEJABAT NIOSH NEGERI PAHANG (NPHO) NIOSH PAHANG OFFICE (NPHO)

Sepanjang tahun 2025, Pejabat NPHO telah melaksanakan inisiatif pembangunan kompetensi melalui penganjuran kursus profesional yang memberi tumpuan kepada peningkatan kebolehpasaran graduan serta pengukuhan kerjasama strategik antara institusi pendidikan dan industri.

PROGRAM LATIHAN DAN PEMBANGUNAN KOMPETENSI

NPHO telah melaksanakan Kursus Site Safety Supervisor (SSS) dengan kerjasama Kolej Poly-Tech MARA Kuantan yang melibatkan pelajar Diploma Kejuruteraan Awam Semester 5.

Program ini melibatkan seramai 75 orang peserta dan dijalankan sebagai sebahagian daripada usaha meningkatkan kemahiran serta kompetensi pelajar dalam bidang KKP, khususnya dalam sektor pembinaan.

Melalui pelaksanaan kursus ini, para pelajar bukan sahaja berpeluang memperoleh Diploma Kejuruteraan Awam, malah turut berpeluang mendapatkan Sijil SSS yang dikeluarkan oleh NIOSH. Inisiatif ini secara langsung meningkatkan kebolehpasaran graduan serta membuka peluang kerjaya yang lebih luas dalam industri pembinaan.

PENCAPAIAN DAN IMPAK PROGRAM

Dari segi pencapaian, kursus SSS ini telah berjaya diintegrasikan ke dalam silibus Diploma Kejuruteraan Awam Semester 5 di Kolej Poly-Tech MARA Kuantan. Manakala dari segi impak, program ini telah menyumbang kepada:

- Peningkatan kebolehpasaran graduan melalui penguasaan pengetahuan teori dan kemahiran praktikal lapangan
- Pengukuhan kerjasama strategik antara institusi pengajian tinggi, pusat latihan kompetensi (NIOSH) serta industri pembinaan

Bagi tahun 2025, kursus SSS ini telah dilaksanakan sebanyak dua kali melibatkan dua semester pengajian.

Throughout 2025, NPHO implemented competency development initiatives through the organisation of professional courses focused on enhancing graduate employability and strengthening strategic collaboration between educational institutions and industry.

TRAINING AND COMPETENCY DEVELOPMENT PROGRAMME

NPHO implemented the Site Safety Supervisor (SSS) Course in collaboration with Kolej Poly-Tech MARA Kuantan, involving students who are in Semester 5 of the Diploma in Civil Engineering course.

The programme involved a total of 75 participants and was conducted as part of efforts to enhance students' skills and competencies in OSH, particularly within the construction sector.

Through this course, students will not only obtain a Diploma in Civil Engineering but will also receive the SSS Certificate issued by NIOSH. This initiative directly enhances graduate employability and expands career opportunities within the construction industry.

PROGRAMME PERFORMANCE AND IMPACT

In terms of performance, the SSS course has been successfully integrated into the Semester 5 of the Diploma in Civil Engineering syllabus at Kolej Poly-Tech MARA Kuantan. From an impact perspective, the programme has contributed to:

- *Enhanced graduate employability through the integration of theoretical knowledge and practical skills*
- *Strengthened strategic collaboration between higher education institutions, competency training centres (NIOSH), and the construction industry*

In 2025, the SSS course was conducted twice, covering two academic semesters.



PEJABAT NIOSH NEGERI TERENGGANU (NTGO) NIOSH TERENGGANU OFFICE (NTGO)

Pada 30 September 2025, NTGO telah terlibat dalam Majlis Pelancaran Pematapan Amalan Keselamatan dan Kesihatan di Kolej Vokasional Wakaf Tembesu (KVWT) melalui kolaborasi strategik antara Jabatan Keselamatan dan Kesihatan Pekerjaan (JKKP), Arkema Thiochemicals Sdn. Bhd. (ARKEMA) dan NIOSH. Program ini bertujuan memperkukuh kesedaran serta amalan Keselamatan dan Kesihatan Pekerjaan (KKP) dalam kalangan warga kolej, khususnya pelajar aliran vokasional.

Sepanjang program, pelbagai pengisian telah dilaksanakan yang merangkumi:

- Sesi taklimat dan ceramah keselamatan di tempat kerja
- Perkongsian amalan terbaik industri oleh ARKEMA
- Demonstrasi keselamatan termasuk penggunaan peralatan perlindungan diri (PPE)
- Pameran KKP oleh NIOSH dan JKKP

Program ini turut melibatkan acara menandatangani MOU antara KVWT, JKKP, ARKEMA dan NIOSH sebagai simbol pengukuhan kerjasama strategik antara institusi pendidikan dan industri.

Dari segi pencapaian dan impak, program ini telah berjaya:

- Meningkatkan kesedaran dan pemahaman peserta terhadap kepentingan KKP
- Memberi pendedahan kepada amalan keselamatan industri sebenar
- Mengukuhkan jalinan kolaborasi antara institusi pendidikan dan agensi berkaitan
- Membudayakan amalan kerja selamat dalam kalangan pelajar sebagai persediaan ke alam pekerjaan

Secara keseluruhannya, program ini menyumbang kepada usaha memperkukuh pematuhan standard keselamatan, mengurangkan risiko kemalangan serta meningkatkan nilai tambah kepada KVWT sebagai institusi yang komited melahirkan tenaga kerja berkemahiran tinggi yang menitikberatkan aspek KKP.

On 30 September 2025, NTGO was involved in the Launch Ceremony of Strengthening Occupational Safety and Health Practices at Kolej Vokasional Wakaf Tembesu (KVWT) through a strategic collaboration between the Department of Occupational Safety and Health (DOSH), Arkema Thiochemicals Sdn Bhd (ARKEMA) and NIOSH. The programme aimed to strengthen awareness and Occupational Safety and Health (OSH) practices among the college community, particularly vocational students.

Throughout the programme, various activities were carried out, including:

- Briefing sessions and talks on workplace safety
- Sharing of industry best practices by ARKEMA
- Safety demonstrations including the use of personal protective equipment (PPE)
- OSH exhibitions by NIOSH and DOSH

The programme also involved the signing of a Memorandum of Understanding (MoU) between KVWT, DOSH, ARKEMA and NIOSH as a symbol of strengthening strategic collaboration between educational institutions and industry.

In terms of performance and impact, the programme successfully:

- Increased participants' awareness and understanding of the importance of OSH
- Provided exposure to actual industry safety practices
- Strengthened collaboration between educational institutions and relevant agencies
- Cultivated safe work practices among students as preparation for entering the workforce

Overall, the programme contributed to efforts in strengthening compliance with safety standards, reducing the risk of accidents and enhancing the value of KVWT as an institution committed to producing highly skilled workforce that emphasizes OSH.



PEJABAT NIOSH NEGERI KELANTAN NIOSH KELANTAN OFFICE (NKLO)

SKUAD IHSAN MADANI WIRA KESUMA

NKLO telah menyertai program khidmat sosial KESUMA Malaysia dibawah program bantuan banjir melibatkan Skuad Ihsan MADANI Wira KESUMA yang telah berlangsung di Masjid Mukim Panglima Bayu, Tanah Merah Kelantan. Program ini melibatkan semua jabatan dan agensi KESUMA di Wilayah Pantai Timur dan Putrajaya dengan kerjasama Bank Islam sebagai penyumbang dana. Turut terlibat komuniti setempat dan Ahli Jawatankuasa Masjid. Program ini dijalankan bagi membantu membersihkan semula kawasan masjid selepas bencana banjir. Program ini dirasmikan oleh Timbalan Ketua Setiausaha (Operasi) KESUMA, Encik Sutekno bin Belon.

SKUAD IHSAN MADANI WIRA KESUMA

The NKLO participated in a KESUMA Malaysia social service programme under the flood assistance initiative involving the Skuad Ihsan MADANI Wira KESUMA, which was held at Masjid Mukim Panglima Bayu, Tanah Merah, Kelantan. The programme involved all KESUMA departments and agencies in the East Coast region and Putrajaya, in collaboration with Bank Islam as a funding contributor. The local community and the Mosque Committee members were also involved. The programme was carried out to assist in cleaning and restoring the mosque area following the flood disaster. It was officiated by the Deputy Secretary-General (Operations) of KESUMA, Encik Sutekno bin Belon.



LAWATAN KE IBU PEJABAT KESEDAR

NKLO telah mengadakan lawatan ke Pejabat Lembaga Kemajuan Kelantan Selatan (KESEDAR) bagi mempromosikan amalan KKP terbaik kepada sektor awam dan sektor swasta yang berada di Negeri Kelantan. KESEDAR diketuai oleh Timbalan Pengurus Besar (Pengurusan) Puan Nolidasaidi Binti Awang Teh manakala program yang diadakan disertai pengurus-pengurus KESEDAR anak syarikatnya. Program ini memberikan impak yang positif dalam memperkasakan kerjasama KKP antara NIOSH dan KESEDAR.

VISIT TO KESEDAR HEADQUARTERS

The NKLO conducted a visit to the South Kelantan Development Authority (KESEDAR) Office to promote the best OSH practices among the public and private sectors in the state of Kelantan. KESEDAR was led by the Deputy General Manager (Management), Puan Nolidasaidi Binti Awang Teh, while the programme was attended by KESEDAR managers and its subsidiary companies. The programme had a positive impact in strengthening OSH collaboration between NIOSH and KESEDAR.



“OSHE MONTH TM” ZON TIMUR

NKLO telah menyertai program bulan Keselamatan dan Kesihatan Telekom Malaysia Zon Timur (OSHE Month TM) yang dijalankan di Menara Ibusawat Telekom Malaysia di Pengkalan Chepa, Kota Bharu Kelantan.

Program ini dirasmikan oleh Pengarah Jabatan Keselamatan dan Kesihatan Pekerjaan (JKKP) Negeri Kelantan, Puan Rosnizawati Binti Baharom. Turut hadir Pengurus Besar Teknologi Rangkaian TM Kelantan dan Terengganu Encik Khairul Anuar bin Ismail.

“OSHE MONTH TM” FOR EAST ZONE

The NKLO participated in the Telekom Malaysia East Zone Safety and Health Month programme (OSHE Month TM), which was held at Menara Ibusawat Telekom Malaysia in Pengkalan Chepa, Kota Bharu, Kelantan.

The programme was officiated by the Director of the Department of Occupational Safety and Health (DOSH) Kelantan, Puan Rosnizawati Binti Baharom. Also in attendance was TM General Manager of Network Technology for Kelantan and Terengganu, Encik Khairul Anuar bin Ismail.



KUNJUNGAN HORMAT KEPADA EXCO KELANTAN

Pasukan NKLO telah mengadakan kunjungan hormat kepada YB Mejar Dato' Haji Md Anizam bin Ab. Rahman, EXCO Kerajaan Negeri Kelantan merangkap Pengerusi Jawatankuasa Pelaburan, Perindustrian, Sumber Manusia, Perdagangan dan Keusahawanan. Ia diadakan bagi memperkasa amalan dan budaya KKP yang baik di Negeri Kelantan terutamanya dalam kalangan Industri Kecil dan Sederhana (IKS), sektor tidak formal, penjaja kecil, pekerja sendiri serta agensi kerajaan dan badan berkanun di bawah Kerajaan Negeri.



COURTESY VISIT ON KELANTAN EXCO

The NKLO team conducted a courtesy visit to YB Mejar Dato' Haji Md Anizam bin Ab. Rahman, Kelantan State Executive Council (EXCO) Member and Chairman of the Investment, Industry, Human Resources, Trade and Entrepreneurship Committee. The visit was held to strengthen the practice and culture of OSH in Kelantan, particularly among Small and Medium Enterprises (SMEs), the informal sector, small traders, self-employed individuals, as well as government agencies and statutory bodies under the State Government.

LAWATAN KE PEJABAT FGV GUA MUSANG

Pasukan NKLO telah mengadakan lawatan ke pejabat Encik V.Vijay, "Regional Controller" FELDA Global Venture Wilayah Gua Musang, bagi mempromosi amalan KKP yang baik dalam sektor perladangan dan komoditi. Lawatan dan perbincangan yang dibuat telah memberikan impak yang positif ke arah memperkasa kerjasama KKP di antara NIOSH dan FGV.



VISIT TO FGV OFFICE IN GUA MUSANG

The NKLO team conducted a visit to the office of Mr V. Vijay, Regional Controller of Felda Global Ventures (FGV) Gua Musang Region, to promote good OSH practices within the plantation and commodity sector. The visit and discussions held had a positive impact in strengthening OSH collaboration between NIOSH and FGV.



PEJABAT NIOSH NEGERI SARAWAK (NSWO) NIOSH SARAWAK OFFICE

Pada tahun 2025, penstrukturan semula organisasi NIOSH turut dibuat untuk memperkukuh operasi di Sarawak melalui penyelarasan Pejabat NIOSH Negeri Sarawak (NSWO) yang merangkumi empat lokasi utama iaitu Kuching, Bintulu, Miri dan Sibu. Pendekatan ini membolehkan pelaksanaan program dan perkhidmatan Keselamatan dan Kesihatan Pekerjaan (KKP) diperluaskan secara lebih sistematik serta responsif mengikut keperluan industri di seluruh negeri Sarawak.

Dari aspek tadbir urus, setiap lokasi operasi diketuai oleh Pengurus atau Pemangku Pengurus yang bertanggungjawab terhadap pelaksanaan fungsi dan perkhidmatan di peringkat setempat. Sementara itu, penyelarasan di peringkat negeri dipacu melalui kepimpinan di ibu pejabat negeri yang menempatkan Pengurus dan Pengurus Kanan, bagi memastikan pelaksanaan dasar, pemantauan prestasi serta penyampaian perkhidmatan dilaksanakan secara konsisten dan berkesan di seluruh Sarawak.

Sepanjang tahun 2025, antara aktiviti yang telah dijalankan di NSWO adalah:

- Lawatan Ahli Lembaga Pengarah NIOSH Malaysia
- Seminar KESUMA Sarawak 2025
- Jemputan OSH Talk/Pameran /Taklimat/ Karnival OSH 2025
- Aktiviti Pengungsian Bangunan
- Labour Go-Rural 6.0 (LGRAP 6.0)

In 2025, NIOSH also undertook an organisational restructuring to strengthen operations in Sarawak through the alignment of the NIOSH Sarawak Office (NSWO), comprising four main locations, namely Kuching, Bintulu, Miri and Sibu. This approach enables the implementation of Occupational Safety and Health (OSH) programmes and services to be expanded in a more systematic and responsive manner, in line with industry needs across the state of Sarawak.

From a governance perspective, each operational location is led by a Manager or Acting Manager responsible for the implementation of functions and services at the local level. Meanwhile, coordination at the state level is driven by the leadership at the state headquarters, comprising the Manager and Senior Manager, to ensure that policy implementation, performance monitoring and service delivery are carried out consistently and effectively throughout Sarawak.

Throughout 2025, among the activities carried out at NSWO were:

- Visit by the NIOSH Malaysia Board of Directors
- KESUMA Sarawak Seminar 2025
- Invitations for OSH Talks, exhibitions, briefings and OSH Carnival 2025
- Building evacuation activities
- Labour Go-Rural 6.0 (LGRAP 6.0)

LAWATAN AHLI LEMBAGA PENGARAH NIOSH

Pada 22 haribulan Mei 2025, Ahli-ahli Lembaga Pengarah NIOSH telah membuat lawatan ke NSWO di Kuching. Antara agenda lawatan kerja rasmi ini adalah untuk sesi suai kenal bersama kakitangan NIOSH di Sarawak. Pengerusi NIOSH YB Chong Chieng Jen dan anggota delegasi turut diberi taklimat mengenai operasi dan pencapaian NSWO.



VISIT BY NIOSH BOARD OF DIRECTORS

On 22 May 2025, members of the NIOSH Board of Directors conducted a visit to NSWO in Kuching. One of the key agendas of this official working visit was an introductory session with NIOSH staff in Sarawak. NIOSH Chairman YB Chong Chieng Jen, together with the delegation, was also briefed on the operations and performance of NSWO.



LATIHAN DAN KHIDMAT RUNDINGAN

NSWO turut menjalankan pelbagai program seperti latihan, kursus dan lain lain bagi membantu memupuk kesedaran mengenai KKP di pelbagai industri. Ia termasuk kursus berjadual dan in-house programme yang merangkumi persijilan, kompetensi, kejurulatihan dan juga pasport keselamatan.

Antara kursus yang dijalankan termasuk:

- Kursus Occupational Safety and Health Coordinator (OSHC) (21-23 Oktober 2025)
- Kursus AESP-R (21 Oktober 2025)

Selain itu, perkhidmatan khidmat rundingan KKP turut dilaksanakan bagi membantu organisasi meningkatkan pematuhan dan amalan keselamatan di tempat kerja. Antara contoh pelaksanaan ialah sesi Workplace Improvement Need Analysis (WINA) di Auto Pacifica Miri Mitsubishi 4S Centre pada 23 April 2025.

TRAINING AND CONSULTANCY SERVICES

NSWO also carried out various programmes such as training and courses to help foster awareness of Occupational Safety and Health (OSH) across various industries. These included scheduled courses and in-house programmes covering certification, competency, training, and safety passport programmes.

Among the courses conducted were:

- *Occupational Safety and Health Coordinator (OSHC) Course (21-23 October 2025)*
- *AESP-R Course (21 October 2025)*

In addition, OSH consultancy services were implemented to assist organisations in improving compliance and safety practices in the workplace. One example was the Workplace Improvement Need Analysis (WINA) session conducted at Auto Pacifica Miri Mitsubishi 4S Centre on 23 April 2025.

OSH TALK DAN PAMERAN

Pejabat NIOSH Negeri Sarawak turut aktif menerima jemputan daripada pelbagai pihak termasuk agensi kerajaan, syarikat dan organisasi untuk melaksanakan OSH Talk, pameran, taklimat dan karnival KKP, sebagai usaha meningkatkan kesedaran keselamatan dan kesihatan pekerjaan di seluruh negeri. Antaranya:

- Taklimat KKP bersama dengan kakitangan Majlis Daerah Sarikei pada 23 Julai 2025.

OSH TALK AND EXHIBITIONS

The NIOSH Sarawak State Office also actively accepted invitations from various parties, including government agencies, companies and organisations, to conduct OSH Talks, exhibitions, briefings and OSH carnivals as part of efforts to enhance occupational safety and health awareness across the state. Among the activities conducted were:

- *OSH briefing with staff of the Sarikei District Council on 23 July 2025*



LATIHAN PENGUNGSIAN BANGUNAN

Dalam usaha memastikan kesiapsiagaan dan kecekapan warga kerja menghadapi situasi kecemasan, semua Pejabat Wilayah NIOSH diminta untuk melaksanakan Latihan Kecemasan (Pengungsian Bangunan). Aktiviti ini adalah wajib dilaksanakan sekali dalam setahun sesuai dengan perancangan keselamatan dan keperluan pematuhan organisasi. Latihan pengungsian bangunan NSWO di Kuching telah diadakan pada 26 April 2025.

BUILDING EVACUATION DRILL

In an effort to ensure preparedness and efficiency among staff in handling emergency situations, all NIOSH Regional Offices are required to conduct Emergency Drills (Building Evacuation). This activity is mandatory and must be carried out once a year in line with organisational safety planning and compliance requirements. The NSWO building evacuation drill in Kuching was conducted on 26 April 2025.



LABOUR GO-RURAL 6.0 (L-GRAP 6.0)

Pegawai dan kakitangan NSWO turut terlibat dalam program Labour Go-Rural Area Programme 6.0 (LGRAP 6.0) yang dianjurkan oleh Jabatan Tenaga Kerja Sarawak dengan kerjasama agensi di bawah KESUMA. Program konvoi selama lima hari ini bermula dari Bangunan Sultan Iskandar, Kuching pada 30 Jun 2025 dan berakhir di Hotel Seri Malaysia, Lawas pada 4 Julai 2025. Program 5 hari ini membawa perkhidmatan KESUMA kepada masyarakat serta turut berkongsi maklumat mengenai isu-isu berkaitan perburuhan seperti buruh paksa, buruh kanak-kanak, job scams, penggajian pekerja Sarawak di luar negara serta kepentingan hak-hak pekerja yang dilindungi di bawah undang-undang buruh. Selain itu, program ini turut membuka peluang kepada pencari kerja di sekitar kawasan program yang terlibat melalui Program MyFutureJob.

Penglibatan pasukan NSWO dalam LGRAP 6.0 turut memberi peluang kepada mereka untuk turut serta dalam program tanggungjawab sosial melalui aktiviti sumbangan kepada komuniti termasuk di Kompleks Kebajikan Hamidah Yakup Peryatim (Miri), Rumah Seri Kenangan (Sibu) dan Kampung Penan Muslim (Bintulu).

Di samping itu, penyertaan dalam pameran dan lawatan tapak pameran (NIOSH) oleh Pengarah Jabatan Tenaga Kerja Sarawak Awang Raduan bin Awang Omar di Dewan Suarah, Bintulu turut memperkukuh hubungan strategik dengan agensi-agensi kerajaan.

LABOUR GO-RURAL 6.0 (L-GRAP 6.0)

Officers and staff of NSWO were also involved in the Labour Go-Rural Area Programme 6.0 (LGRAP 6.0), organised by the Sarawak Labour Department in collaboration with agencies under KESUMA. The five-day convoy programme commenced from Bangunan Sultan Iskandar, Kuching on 30 June 2025 and concluded at Hotel Seri Malaysia, Lawas on 4 July 2025. This five-day programme delivered KESUMA services to the community and included the dissemination of information on labour-related issues such as forced labour, child labour, job scams, employment of Sarawak workers abroad, as well as the importance of workers' rights under labour laws. In addition, the programme provided opportunities for job seekers in the surrounding areas through the MyFutureJobs Programme.

The involvement of the NSWO team in LGRAP 6.0 also provided opportunities for them to participate in corporate social responsibility activities including at Kompleks Kebajikan Hamidah Yakup Peryatim (Miri), Rumah Seri Kenangan (Sibu) and Kampung Penan Muslim (Bintulu).

In addition, participation in exhibitions and a site visit to the NIOSH exhibition booth by the Director of the Sarawak Labour Department, Awang Raduan bin Awang Omar, at Dewan Suarah, Bintulu further strengthened strategic relationships with government agencies.



Di peringkat cawangan, pelbagai inisiatif turut dilaksanakan bagi menyokong agenda KKP negeri:
At the branch level, various initiatives were also implemented to support the state OSH agenda:

NSWO BINTULU

- Lawatan Pengerusi NIOSH YB Chong Chieng Jen (21 Mei 2025)
- Sesi pembentangan dan bengkel pembangunan modul Bintulu Port Safety Passport
- Taklimat KKP bersama dengan pihak LAKU Management di Nyabau Water Treatment Plant (2 Ogos 2024)

NSWO BINTULU

- *Visit by the NIOSH Chairman, YB Chong Chieng Jen (21 May 2025)*
- *Presentation session and workshop on the development of the Bintulu Port Safety Passport module*
- *OSH briefing with LAKU Management at Nyabau Water Treatment Plant (2 August 2024)*



NSWO MIRI

- Lawatan Pengerusi NIOSH YB Chong Chieng Jen pada 21 Mei 2025
- Program Occupational Health Nurse (OHN) di Brunei (30 Jun 2025) dengan penglibatan agensi antarabangsa
- Program pembersihan pantai sempena National Training Week (24 Mei 2025)
- Program Foreign Workers Safety Induction (PERKESO) melibatkan 25 peserta di Shin Yang Shipyard, Kuala Baram (11 September 2025)

NSWO MIRI

- *Visit by the NIOSH Chairman, YB Chong Chieng Jen (21 May 2025)*
- *Occupational Health Nurse (OHN) Programme in Brunei (30 June 2025), involving international agencies*
- *Beach clean-up programme in conjunction with National Training Week (24 May 2025)*
- *Foreign Workers Safety Induction Programme (PERKESO), involving 25 participants at Shin Yang Shipyard, Kuala Baram (11 September 2025)*



PEMINDAHAN PEJABAT KAPIT KE SIBU

Dalam aspek pengurusan operasi, Pejabat NIOSH Sarawak turut melaksanakan penstrukturan melalui:

- Pemindahan operasi Pejabat NIOSH Kapit ke Sibu
- Pejabat NIOSH Sibu mula beroperasi pada 1 Ogos 2025 di Methodist Pilley Institute

Pejabat NIOSH Kapit telah dirasmikan pada November 2021 sebagai cawangan keempat di Sarawak dan ke-17 di Malaysia demi untuk memenuhi keperluan latihan KKPdi wilayah tersebut. Namun, pemindahan pejabat tersebut ke Sibu dilaksanakan bagi meningkatkan kecekapan penyampaian perkhidmatan serta memperluas akses latihan kepada industri, khususnya dalam sektor perkapalan dan logistik di kawasan berkenaan.

RELOCATION OF THE KAPIT OFFICE TO SIBU

In terms of operational management, the NIOSH Sarawak Office also implemented restructuring through:

- *Relocation of the NIOSH Kapit Office operations to Sibu*
- *The NIOSH Sibu Office commenced operations on 1 August 2025 at Methodist Pilley Institute*

The NIOSH Kapit Office was officially established in November 2021 as the fourth branch in Sarawak and the 17th in Malaysia to meet the OSH training needs in the region. However, the relocation of the office to Sibu was carried out to enhance service delivery efficiency and expand access to training for industry, particularly in the shipping and logistics sectors in the area.



PEJABAT NIOSH NEGERI SABAH (NSBO) NIOSH SABAH OFFICE (NSBO)

Selaras dengan penstrukturan semula organisasi pada tahun 2025, operasi NIOSH di Sabah telah diperkukuh melalui pembahagian kepada Pejabat NIOSH Negeri Sabah (NSBO) serta penaiktarafan pejabat satelit kepada pejabat-pejabat cawangan negeri, iaitu Pejabat NIOSH Negeri Sabah (WP Labuan), Pejabat NIOSH Negeri Sabah (Sandakan) dan Pejabat NIOSH Negeri Sabah (Tawau). Pendekatan ini membolehkan penyampaian perkhidmatan yang lebih menyeluruh, tersusun dan responsif di seluruh negeri Sabah dan Wilayah Persekutuan Labuan.

Dari segi tadbir urus, setiap pejabat cawangan negeri diketuai oleh Pengurus atau Pemangku Pengurus, manakala Pejabat NIOSH Negeri Sabah di Kota Kinabalu menempatkan Pengurus dan Pengurus Kanan bagi memastikan penyelarasan operasi yang lebih berkesan di peringkat negeri.

Sepanjang tahun 2025, Pejabat Negeri Sabah dan WP Labuan telah melaksanakan sebanyak 942 aktiviti latihan melibatkan 17,028 peserta sepanjang tahun 2025, selain itu, NIOSH juga telah memperkasakan aktiviti khidmat rundingan di wilayah ini.

KURSUS MALIM TRUSMADI TAHUN 2025

Program kerjasama bersama Jabatan Perhutanan Negeri Sabah, Pejabat Keningau telah dilaksanakan melalui penganjuran kursus First Aid Trained Person dan Hazard Identification, Risk Assessment and Risk Control (HIRARC). Kursus selama 2 hari ini melibatkan 50 orang Malim Gunung yang berperanan sebagai pemandu pelancong di kawasan Gunung Trusmadi, Gunung Sinsing, Gunung Kaingaran serta Rafflesia Information Centre. Program ini juga turut disertai oleh pegawai Jabatan Perhutanan.

Program yang berlangsung pada 23 hingga 24 September 2025 ini bertujuan melatih asas pertolongan cemas kepada Malim Gunung ketika berdepan situasi kecemasan di kawasan pendakian. Selain itu, program ini juga memberi pendedahan mengenai kaedah HIRARC bagi meningkatkan tahap keselamatan aktiviti pendakian dan rekreasi hutan, seterusnya memastikan kelestarian sumber alam di Negeri Sabah terus terpelihara.

In line with the organisational restructuring in 2025, NIOSH operations in Sabah were strengthened through the establishment of the NIOSH Sabah State Office (NSBO) and the upgrading of satellite offices into state branch offices, namely the NIOSH Sabah (FT Labuan), NIOSH Sabah (Sandakan) and NIOSH Sabah (Tawau) Offices. This approach enables more comprehensive, structured and responsive service delivery across the state of Sabah and the Federal Territory of Labuan.

From a governance perspective, each state branch office is led by a Manager or Acting Manager, while the NIOSH Sabah State Office in Kota Kinabalu houses the Manager and Senior Manager to ensure more effective coordination of operations at the state level.

Throughout 2025, the Sabah State Office and FT Labuan recorded a total of 942 training activities, involving 17,028 participants, while also strengthening consultancy service activities in the region.

MOUNT TRUSMADI GUIDE TRAINING COURSE 2025

A collaborative programme with the Sabah Forestry Department, Keningau Office, was implemented through the organisation of the First Aid Trained Person course and Hazard Identification, Risk Assessment and Risk Control (HIRARC). The two-day course involved 50 mountain guides who serve as tour guides at Mount Trusmadi, Mount Sinsing, Mount Kaingaran and the Rafflesia Information Centre. The programme was also attended by officers from the Forestry Department.

The programme, held from 23 to 24 September 2025, aimed to equip mountain guides with basic first aid skills when handling emergency situations during hiking activities. In addition, it provided exposure to HIRARC methods to enhance safety levels in hiking and forest recreational activities, while ensuring the sustainability of natural resources in the State of Sabah.



PERARAKAN HARI KEMERDEKAAN 2025

NIOSH Pejabat Negeri Sabah dan W.P. Labuan (NSBO) sekali lagi menyertai Majlis Perarakan Hari Kemerdekaan 2025 yang berlangsung di Kota Kinabalu pada 31 Ogos 2025. Penyertaan ini melibatkan dua buah Mobile Training Unit (MTU) bersama seramai 10 orang kakitangan NSBO yang mengambil bahagian dalam perarakan tersebut.



NATIONAL DAY PARADE 2025

The NIOSH Sabah State Office and Federal Territory of Labuan (NSBO) once again participated in the National Day Parade 2025, which was held in Kota Kinabalu on 31 August 2025. The participation involved two Mobile Training Units (MTU) along with 10 NSBO staff who took part in the parade.



KHIDMAT RUNDINGAN KKP

Selain melaksanakan program sebaran maklumat, latihan dan peperiksaan, Pejabat NIOSH Negeri Sabah (NSBO) dan NSBO Wilayah Persekutuan Labuan juga menawarkan perkhidmatan perundingan berkaitan KKP. Antara projek perundingan yang telah berjaya dilaksanakan pada tahun 2025 ialah Projek Chemical Health Risk Assessment (CHRA) yang melibatkan lebih 70 ladang kelapa sawit di sekitar Sandakan, Lahad Datu dan Tawau. NSBO komited untuk meneruskan khidmat perundingan ini kepada semua sektor industri di Wilayah Sabah.

OSH CONSULTANCY SERVICES

In addition to information dissemination programmes, training and examinations, the NIOSH Sabah Office (NSBO) and NSBO Federal Territory of Labuan also offer consultancy services related to OSH. Among the consultancy projects successfully implemented in 2025 was the Chemical Health Risk Assessment (CHRA) project, which involved more than 70 oil palm plantations in the Sandakan, Lahad Datu and Tawau areas. NSBO remains committed to continuing these consultancy services across all industry sectors in the Sabah region.



BANTUAN BANJIR

Pasca kejadian banjir kilat dan tanah runtuh yang melanda Negeri Sabah pada pertengahan tahun 2025, NSBO dan NSBO (FTL) turut melaksanakan inisiatif Tanggungjawab Sosial Korporat (CSR) di beberapa kawasan terjejas, antaranya di Daerah Penampang, Papar, Kinabatangan, Sandakan dan Tawau.

Program bantuan ini melibatkan aktiviti pengagihan bakul makanan, gotong royong serta menziarah mangsa bencana banjir dan tanah runtuh dengan kerjasama pelbagai agensi di bawah Kementerian Sumber Manusia (KESUMA), ia juga turut disertai oleh Timbalan Menteri KESUMA, YB Datuk Seri Abdul Rahman bin Mohamad.

Secara keseluruhannya, lebih 200 keluarga telah menerima manfaat melalui bantuan bakul makanan yang disalurkan menerusi program ini.

FLOOD RELIEF ASSISTANCE

Following the flash floods and landslides that affected Sabah in mid-2025, NSBO and NSB (FTL) also implemented Corporate Social Responsibility (CSR) initiatives in several affected areas, including the districts of Penampang, Papar, Kinabatangan, Sandakan and Tawau.

The assistance programme involved the distribution of food baskets, community clean-up activities, and visits to flood and landslide victims, in collaboration with various agencies under the Ministry of Human Resources (KESUMA). The programme was also attended by the Deputy Minister of KESUMA, YB Datuk Seri Abdul Rahman bin Mohamad.

Overall, more than 200 families received food baskets provided under this programme.





NIOSH CERTIFICATION SDN BHD

NIOSH CERTIFICATION SDN BHD

LEMBAGA PENGARAH NIOSH CERTIFICATION BOARD OF DIRECTORS OF NIOSH CERTIFICATION

Pengerusi / *Chairman*

- ◆ Dato' Haji Ayop bin Salleh

Ahli Lembaga Pengarah / *Board of Directors*

- ◆ Dr. Haji Sharudin bin Shari
- ◆ Tuan Ahmad Irfan bin Hani (sehingga 16 Oktober 2025 / *until 16 October 2025*)
- ◆ Dr. Norlen bin Mohamed (bermula 16 Oktober 2025 / *effective from 16 October 2025*)
- ◆ Puan Norzawati Amali binti Alias (sehingga 16 Oktober 2025 / *until 16 October 2025*)
- ◆ Tuan Shahri bin Ahmad Shahrudin (bermula 16 Oktober 2025 / *effective from 16 October 2025*)
- ◆ Datuk Dr. Hajah Rosmawati binti Haji Lasuki
- ◆ Tuan Haji Nik Hasbi Fathi bin Nik Hussain Fathi
- ◆ Tuan Thomas Balan Bang

KUMPULAN PENGURUSAN NIOSH CERTIFICATION NIOSH CERTIFICATION MANAGEMENT GROUP

- ◆ **Syamsul Zahrin Bin Zainudin**
Ketua Pegawai Eksekutif / *Chief Executive Officer*
- ◆ **Navin Baskram**
Pengurus Wilayah Tengah / *Central Regional Manager*
- ◆ **Amirthasamy Mahalingam**
Pengurus Besar / *General Manager*
- ◆ **Roy Tan Wei Sern**
Pengurus Wilayah Utara / *Northern Regional Manager*
- ◆ **Bahtiar Bin Basari**
Pengurus Korporat / *Corporate Manager*
- ◆ **Nor Liza Binti Sadrek**
Pengurus Wilayah Selatan / *Southern Regional Manager*
- ◆ **Wilhelmina Ngelambai**
Pengurus Teknikal Perniagaan /
Business Technical Manager
- ◆ **Jika bin Gukak**
Pengurus Wilayah Sabah / *Sabah Regional Manager*
(bermula 12 June 2025) / (*Effective from 12 June 2025*)
- ◆ **Khairul Faris Bin Syamsurial**
Pengurus Akreditasi dan Teknikal /
Accreditation and Technical Manager
- ◆ **Hariz Jackson Lau Abdullah**
Pengurus Wilayah Sarawak / *Sarawak Regional Manager*
(01 Jun/June 2025 – 14 Oktober/October 2025)
- ◆ **Aisa Haris Pang**
Pengurus Pengesahan dan Penentusahan /
Validation and Verification Manager
- ◆ **Nurdini Mohammad Jobly**
Pemangku Pengurus Wilayah Sarawak / *Acting Sarawak*
Regional Manager (01 November 2025 – 30 April 2026)
- ◆ **Ahmad Shafiq Mohamad**
Pengurus Kelestarian / *Sustainability Manager*

MENZAHIRKAN KECEMERLANGAN, MENGIKTIRAF STANDARD DUNIA

NIOSH Certification (NIOSHCert) merupakan badan pensijilan yang berfungsi sebagai rakan strategik dalam menterjemah aspirasi organisasi kepada pengiktirafan di peringkat antarabangsa. Ditubuhkan pada tahun 2004 di bawah naungan NIOSH Malaysia, NIOSHCert bertindak sebagai entiti yang diiktiraf oleh Jabatan Standard Malaysia (JSM) untuk memberikan pengiktirafan kepada organisasi yang memenuhi piawaian sistem pengurusan antarabangsa. Melalui pengiktirafan ini, pensijilan yang dianugerahkan bukan sekadar menzahirkan tahap kepatuhan, malah berfungsi sebagai penggerak utama dalam memberikan nilai tambah kepada prestasi perniagaan secara keseluruhan. Berteraskan prinsip ketelusan yang tinggi, setiap pensijilan yang dianugerahkan adalah bukti nyata terhadap kualiti operasi serta kemampunan martabat industri.

Operasi NIOSHCert berpaksikan kepada nilai 5P yang menyokong kecemerlangan menyeluruh:

- a. Kemanusiaan (People):**
Menggalakkan budaya pembelajaran berterusan dan menjaga kesejahteraan untuk memperkasakan pasukan.
- b. Kelestarian Alam (Planet):**
Mengurangkan kesan terhadap alam sekitar dan menggalakkan kelestarian.
- c. Kemakmuran (Prosperity):**
Memastikan pertumbuhan kewangan yang mampan dan kepuasan pelanggan melalui sistem yang efektif.
- d. Kedamaian (Peace):**
Mewujudkan persekitaran kerja yang harmoni dan menyumbang kepada tanggungjawab sosial.
- e. Kerjasama Strategik (Partnership):**
Menguatkan kerjasama dan hubungan strategik untuk kepentingan serta kejayaan bersama.

MANIFESTING EXCELLENCE, RECOGNISING GLOBAL STANDARDS

NIOSH Certification (NIOSHCert) serves as a conformity assessment body and a strategic partner in transforming organisational aspirations into international recognition. Established in 2004 under the auspices of NIOSH Malaysia, NIOSHCert operates as an entity accredited by the Department of Standards Malaysia (DSM) to certify organisations that meet international management system standards. Through this recognition, the awarded certification does more than manifest compliance; it serves as a primary driver that delivers added value to overall business performance. Grounded in high principles of transparency, every certification granted stands as definitive evidence of operational quality and the enduring dignity of industrial sustainability.

The operations of NIOSHCert are anchored by the 5P values, which underpin holistic excellence:

- a. People:**
Fostering a culture of continuous learning and safeguarding well-being to empower the collective workforce.
- b. Planet:**
Mitigating environmental impact and championing long-term sustainability.
- c. Prosperity:**
Securing sustainable financial growth and ensuring customer satisfaction through effective systems.
- d. Peace:**
Cultivating a harmonious working environment and contributing to meaningful social responsibility.
- e. Partnership:**
Strengthening strategic collaborations and alliances for mutual benefit and shared success.

Dalam era ekonomi yang dipacu oleh kualiti dan kemampuan, NIOSHCert terus komited untuk membantu industri di Malaysia mencapai pengiktirafan yang setanding dengan amalan terbaik antarabangsa. Kami percaya bahawa sistem pengurusan yang kukuh adalah asas kepada kepercayaan pelanggan dan kecekapan operasi yang mampan.

Bagi memenuhi aspirasi rakan industri, NIOSHCert komited menyediakan ekosistem pensijilan yang holistik—merangkumi kualiti, alam sekitar dan keselamatan pekerjaan. Tekad kami adalah untuk memperkasa organisasi agar lebih kompetitif, sistematik dan bersedia menghadapi cabaran global melalui pengiktirafan standard yang diiktiraf dunia.

TRANSFORMASI STRATEGIK: MEMACU AGENDA ESG MELALUI KECEMERLANGAN PENSIJILAN

Dalam landskap ekonomi global yang semakin mencabar, kelestarian telah muncul sebagai satu keperluan perniagaan yang kritikal. NIOSHCert telah memperkasakan portfolio perkhidmatan melalui langkah strategik bagi menyokong agenda Alam Sekitar, Sosial, dan Tadbir Urus (ESG) secara menyeluruh. Integrasi sistem pengurusan bertauliah bukan sekadar langkah pematuhan, malah merupakan pemangkin kepada pertumbuhan perniagaan yang mampan dan berdaya saing.

SINERGI PENSIJILAN SISTEM PENGURUSAN SEBAGAI TUNJANG ESG

Pensijilan sistem pengurusan antarabangsa bertindak sebagai batu lonjakan utama dalam menzahirkan komitmen ESG sesebuah organisasi. Melalui pensijilan ini, bukti nyata terhadap tadbir urus dan tanggungjawab sosial dapat didokumentasikan dengan berintegriti:

a. Dimensi Alam Sekitar (Environmental):

Standard seperti ISO 14001 dan ISCC menjadi manifestasi komitmen organisasi terhadap pemuliharaan ekosistem serta pengurusan rantaian bekalan yang lestari.

b. Dimensi Sosial (Social):

Pematuhan kepada standard ISO 45001 memastikan aspek kebajikan, keselamatan, dan kesihatan modal insan sentiasa terpelihara, selaras dengan teras "People" dalam prinsip 5P.

c. Dimensi Tadbir Urus (Governance):

Implementasi ISO 9001 dan sistem pengurusan lain memperkukuh ketelusan operasi, akauntabiliti, dan integriti organisasi, yang merupakan tunjang kepada kepercayaan pelabur global.

PENCAPAIAN PERINTIS: BADAN PENGESAHAN DAN PENENTUSAHAN (VVB) PERTAMA DI MALAYSIA

Sebagai inisiatif menyokong kelestarian di peringkat antarabangsa, NIOSHCert telah melakar sejarah sebagai Badan Pengesahan dan Penentusahan (Validation and Verification Body - VVB) pertama di Malaysia yang memperoleh akreditasi bagi Skim Pengimbangan dan Pengurangan Karbon untuk Penerbangan Antarabangsa (CORSA).

Pencapaian ini mencerminkan dedikasi NIOSHCert dalam menyediakan verifikasi berintegriti bagi pemantauan pelepasan karbon. Sebagai VVB perintis yang diakreditasi oleh DSM, perkhidmatan yang ditawarkan memastikan setiap langkah pengurangan impak alam sekitar oleh industri penerbangan dan sektor berkaitan adalah telus, tepat, dan diiktiraf di peringkat dunia.

In an economic era driven by quality and sustainability, NIOSHCert remains steadfast in assisting Malaysian industries to achieve recognition on par with international best practices. Robust management systems are the foundation of customer trust and sustainable operational efficiency.

To meet the aspirations of industry partners, NIOSHCert is committed to providing a holistic certification ecosystem—spanning quality, environment and occupational safety. The ultimate objective is to empower organisations to become more competitive, systematic, and globally resilient through the attainment of world-class recognised standards.

STRATEGIC TRANSFORMATION: DRIVING THE ESG AGENDA THROUGH CERTIFICATION EXCELLENCE

In an increasingly challenging global economic landscape, sustainability has emerged as a critical business imperative. NIOSHCert has bolstered its service portfolio through strategic initiatives designed to provide holistic support for the Environmental, Social, and Governance (ESG) agenda. The integration of accredited management systems transcends mere compliance and serves as a catalyst for sustainable and competitive business growth.

SYNERGY OF MANAGEMENT SYSTEMS CERTIFICATION AS THE PILLAR OF ESG

International management systems certifications serve as a primary stepping stone in manifesting an organisation's ESG commitment. Through these certifications, tangible evidence of governance and social responsibility can be documented with integrity:

a. Environmental Dimension:

Standards such as ISO 14001 and ISCC manifest an organisation's commitment to ecosystem conservation and sustainable supply chain management.

b. Social Dimension:

Compliance with the ISO 45001 standard ensures that the welfare, safety, and health of human capital are consistently safeguarded, aligning with the "People" pillar of the 5P principles.

c. Governance Dimension:

The implementation of ISO 9001 and other management systems strengthens operational transparency, accountability and organisational integrity—key pillars of global investor confidence.

PIONEER ACHIEVEMENT: THE FIRST ACCREDITED VALIDATION AND VERIFICATION BODY (VVB) IN MALAYSIA

As part of a strategic initiative to support international sustainability, NIOSHCert has made history as the first Validation and Verification Body (VVB) in Malaysia to obtain accreditation for the Carbon Offsetting and Reduction Scheme for International Aviation (CORSA).

This milestone reflects NIOSHCert's dedication to providing high-integrity verification for carbon emissions monitoring. As a pioneer VVB accredited by the Department of Standards Malaysia (DSM), the services offered ensure that every measure taken by the aviation industry and related sectors to reduce environmental impact is transparent, accurate and recognised worldwide.

EKOSISTEM PERKHIDMATAN DAN LATIHAN ESG NIOSHCERT

Bagi menyokong organisasi dalam setiap fasa kitaran hayat ESG, NIOSHCert menyediakan rangkaian penyelesaian yang komprehensif:

1. Pengauditan dan Pensijilan Strategik

a. International Sustainability and Carbon Certification (ISCC):

Pensijilan bagi memastikan rantaian bekalan bahan mentah dan bioekonomi memenuhi kriteria kelestarian global.

b. Skim Sistem Pengurusan berdasarkan piawaian ISO dan MSPO:

Implementasi piawaian antarabangsa (ISO) dan kebangsaan (MSPO) bertindak sebagai asas utama dalam mengukuhkan kerangka ESG organisasi secara menyeluruh. Pensijilan ini bukan sekadar instrumen pematuhan, malah merupakan manifestasi nyata terhadap tadbir urus yang telus (Governance), jaminan keselamatan serta kebajikan modal insan (Social), dan pengurusan impak ekologi yang mampan (Environmental).

2. Pengesahan dan Penentusahan

a. Verifikasi CORSIA:

Penentusahan laporan pelepasan karbon bagi sektor penerbangan antarabangsa untuk memenuhi sasaran net-zero.

b. Analisis Jurang (Gap Analysis) ESG:

Mengenalpasti ruang penambahbaikan dalam strategi ESG organisasi sebelum penilaian rasmi dijalankan.

c. Pengesahan Laporan Pelepasan Karbon:

Memastikan data pelepasan gas rumah hijau (GHG) adalah tepat dan memenuhi standard pelaporan antarabangsa.

3. Pembangunan Kompetensi dan Latihan ESG

Penyediaan modul latihan pakar bertujuan membina kepakaran dalaman organisasi dalam menghadapi cabaran kelestarian:

a. Pelaksanaan ESG:

- i. Pengenalan kepada IWA 48:2024 – Kerangka Kerja Pelaksanaan ESG
- ii. Pentafsiran & Pelaksanaan IWA 48:2024

b. Laluan Pelaporan ESG (IWA 48:2024)

- i. Pengintegrasian Sistem Pengurusan ISO dengan Pelaporan Kelestarian
- ii. Pengenalan kepada Kerangka Kerja Pelaporan Kelestarian (ESG)
- iii. Pentafsiran & Pelaksanaan Piawaian Pelaporan Kelestarian

Melalui integrasi nilai 5P iaitu Kemanusiaan (People), Kelestarian Alam (Planet), Kemakmuran (Prosperity), Kedamaian (Peace), dan Kerjasama Strategik (Partnership), NIOSHCert terus komited sebagai penggerak utama industri. Pensijilan yang dikeluarkan bukan sekadar pengiktirafan, malah merupakan jaminan bahawa organisasi tersebut bersedia untuk bersaing dalam pasaran global yang mengutamakan ketelusan dan tanggungjawab alam sekitar.

NIOSH CERT ESG SERVICE ECOSYSTEM AND TRAINING

To support organisations through every phase of the ESG lifecycle, NIOSHCert provides a comprehensive range of solutions:

1. Strategic Auditing and Certification

a. International Sustainability and Carbon Certification (ISCC):

Certification ensuring that raw material supply chains and the bioeconomy meet global sustainability criteria.

b. Management System Schemes based on ISO and MSPO Standards:

The implementation of international (ISO) and national (MSPO) standards serves as the fundamental basis for strengthening an organisation's overall ESG framework. These certifications transcend mere compliance instruments; they represent a tangible manifestation of transparent Governance, the assurance of human capital welfare and safety (Social), and the management of sustainable ecological impacts (Environmental).

2. Validation & Verification

a. CORSIA Verification:

Verification of carbon emission reports for the international aviation sector to meet net-zero targets.

b. ESG Gap Analysis:

Identifying areas for improvement within an organisation's ESG strategy prior to formal assessments.

c. Carbon Emission Report Validation:

Ensuring greenhouse gas (GHG) emission data is accurate and compliant with international reporting standards.

3. Competency Development and ESG Training

Expert training modules are provided to build internal organisational expertise in addressing sustainability challenges:

a. ESG Implementation:

- i. Introduction to IWA 48:2024 Framework for Implementing ESG
- ii. Interpretation & Implementation of IWA 48:2024

b. ESG Reporting Pathway (IWA 48:2024):

- i. Integrating ISO Management Systems with Sustainability Reporting
- ii. Introduction to Sustainability (ESG) Reporting Framework
- iii. Interpretation & Implementation of Sustainability Reporting Standards

Through the integration of the 5P pillars of People, Planet, Prosperity, Peace, and Partnership, NIOSHCert continues its commitment as a primary catalyst for the industry. Our certifications transcend mere recognition; they represent an assurance of an organisation's readiness to excel within a global marketplace increasingly driven by transparency and ecological accountability."

PORTFOLIO PERKHIDMATAN

Dalam mendepani landskap ekonomi global yang dinamik, NIOSHCert telah mengambil langkah proaktif dengan mempelbagaikan portfolio perkhidmatan bagi menyokong agenda Alam Sekitar, Sosial, dan Tadbir Urus (ESG) secara holistik. Melalui integrasi sistem pengurusan, NIOSHCert bertindak sebagai pemangkin pertumbuhan perniagaan yang mampan, telus, dan berdaya saing.

Teras Perkhidmatan Strategik

NIOSHCert menawarkan ekosistem pensijilan yang komprehensif bagi memastikan organisasi mencapai piawaian antarabangsa. Kepelbagaian portfolio perkhidmatan dalam bidang sistem pengurusan dirumuskan secara strategik untuk menyokong sepenuhnya aspirasi organisasi dalam memenuhi tuntutan pematuhan global yang dinamik. Perkhidmatan yang ditawarkan oleh NIOSHCert adalah seperti berikut:

Perkhidmatan Pengauditan Pematuhan dan Pensijilan bagi Sistem Pengurusan:

1. Sistem Pengurusan Keselamatan dan Kesihatan Pekerjaan (ISO 45001)
2. Sistem Pengurusan Alam Sekitar (ISO 14001)
3. Sistem Pengurusan Kualiti (ISO 9001)
4. Sistem Pengurusan Keselamatan Makanan (ISO 22000)
5. Minyak Sawit Mampan Malaysia (MS 2530)
6. Sistem Pengurusan Keselamatan Lalu Lintas Jalan Raya (ISO 39001)
7. Sistem Pengurusan Keselamatan Pelancongan Kembara (ISO 21101)
8. Sistem Pengurusan Anti-Rasuah (ISO 37001)
9. Sistem Pengurusan Keselamatan Maklumat (ISO 27001)
10. Sistem Pengurusan Tenaga (ISO 50001)
11. Sistem Pengurusan Kesyukuran Perniagaan (ISO 22301)
12. Sistem Pengurusan Aset (ISO 55000)
13. Sistem Pengurusan Fasiliti (ISO 41001)
14. Pensijilan Kelestarian dan Karbon Antarabangsa (ISCC)

Perkhidmatan pengesahan dan penentusahan:

1. Pengimbangan dan Pengurangan Karbon untuk Penerbangan Antarabangsa (CORSA)
2. Alam Sekitar, Sosial, dan Tadbir Urus (ESG)
3. Penentusahan Pelepasan Gas Rumah Hijau (ISO 14064-1)

Perkhidmatan berkaitan peranti perubatan:

1. Amalan Pengedaran Baik Peranti Perubatan (GDPMD)
2. Penilaian Pematuhan Peranti Perubatan
3. Sistem Pengurusan Kualiti - Peranti Perubatan (ISO 13485)

Perkhidmatan pembangunan modal insan:

1. Kursus Kesedaran

Merangkumi seminar dan program pengenalan.

2. Program Lanjutan

Mendalami konsep lanjutan dan aplikasi sistem pengurusan secara praktikal.

3. Kursus Juruaudit / Ketua Juruaudit (Diakreditasi oleh Exemplar Global)

Program intensif bagi membentuk juruaudit bertauliah yang berkelayakan untuk mengetuai proses pengauditan serta diiktiraf di peringkat antarabangsa.

Pada tahun 2025, NIOSHCert kekal komited sebagai rakan strategik industri dalam memartabatkan standard keselamatan, kesihatan, dan kelestarian di Malaysia. Setiap pensijilan ini merupakan tunjang utama dalam mendokumentasikan bukti nyata komitmen ESG organisasi, sekali gus memperkukuh daya saing syarikat di peringkat global. Dengan kepelbagaian portfolio perkhidmatan, kami terus memperkasakan organisasi untuk tidak sekadar mencapai pematuhan antarabangsa, malah menerajui amalan perniagaan beretika yang mampan. Integrasi antara pensijilan sistem pengurusan yang komprehensif dan pembangunan modal insan yang kompeten akan terus menjadi pemacu utama NIOSHCert dalam merealisasikan visi kecemerlangan pertumbuhan perniagaan negara.

SERVICE PORTFOLIO

In response to the increasingly dynamic global economic landscape, NIOSHCert has taken proactive measures to diversify its service portfolio, holistically supporting the Environmental, Social, and Governance (ESG) agenda. By integrating advanced management systems, NIOSHCert serves as a catalyst for sustainable, transparent and competitive business growth.

Strategic Service Pillars

NIOSHCert offers a comprehensive certification ecosystem designed to ensure organisations achieve international standards. Our diverse portfolio of management systems is strategically formulated to fully support organisational aspirations in meeting evolving global compliance demands. The services offered by NIOSHCert are as follows:

Management System Conformity Assessment and Certification Services:

1. Occupational Health and Safety Management Systems (ISO 45001)
2. Environmental Management Systems (ISO 14001)
3. Quality Management Systems (ISO 9001)
4. Food Safety Management Systems (ISO 22000)
5. Malaysian Sustainable Palm Oil (MS 2530)
6. Road Traffic Safety Management Systems (ISO 39001)
7. Adventure Tourism Safety Management Systems (ISO 21101)
8. Anti-Bribery Management Systems (ISO 37001)
9. Information Security Management Systems (ISO 27001)
10. Energy Management Systems (ISO 50001)
11. Business Continuity Management Systems (ISO 22301)
12. Asset Management Systems (ISO 55000)
13. Facility Management Systems (ISO 41001)
14. International Sustainability and Carbon Certification (ISCC)

Validation and Verification Services

1. Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA)
2. Environmental, Social, and Governance (ESG)
3. ISO 14064-1 GHG Emission Verification

Medical Device Services:

1. Good Distribution Practice for Medical Devices (GDPMD)
2. Medical Device Conformity Assessment (including Product Verification)
3. Medical Devices - Quality Management Systems (ISO 13485)

Human Capital Development Services:

1. Awareness Programmes

Seminars and introductory programmes

2. Enhancement Programmes

Focus on advanced concepts and the practical application of management systems.

3. Auditor / Lead Auditor Programme – Accredited by Exemplar Global

An intensive programme designed to develop certified auditors qualified to lead audit processes and gain international recognition.

In 2025, NIOSHCert remains steadfast as a strategic industrial partner in upholding safety, health and sustainability standards in Malaysia. Each of these certifications serves as a primary pillar in documenting tangible evidence of an organisation's ESG commitment, thereby strengthening corporate competitiveness on a global scale. Through our diverse service portfolio, we continue to empower organisations to not only achieve international compliance but to lead in sustainable and ethical business practices. The integration of comprehensive management systems certifications and competent human capital development will remain the core driver for NIOSHCert in realising the vision of national business growth excellence.

PENSIJILAN BAHARU YANG DIKELUARKAN BAGI TAHUN 2025

Sepanjang tahun 2025, NIOSHCert telah mencatatkan pertumbuhan strategik melalui pengeluaran pensijilan baharu merentasi pelbagai skim sistem pengurusan dan menjalankan pelbagai aktiviti pembangunan modal insan bagi memenuhi tuntutan pasaran global yang semakin mementingkan aspek kelestarian. Pencapaian ini merupakan kesinambungan daripada kecemerlangan portfolio tahun 2024 yang merangkumi 373 pensijilan MSPO dan 558 pensijilan sistem pengurusan termasuk 38 aktiviti penilaian peranti perubatan dan 265 aktiviti pembangunan modal insan, sekali gus memperkukuh peranan organisasi sebagai penggerak utama dalam memacu agenda Alam Sekitar, Sosial, dan Tadbir Urus (ESG) di Malaysia. Dengan mengintegrasikan prinsip 5P (People, Planet, Prosperity, Peace, Partnership) secara holistik, NIOSHCert kini bukan sekadar badan pensijilan, malah berdiri teguh sebagai nadi kecemerlangan industri yang memperkasakan organisasi tempatan untuk mendominasi pasaran dengan kredibiliti, integriti, dan kelestarian yang tiada tandingan.

NEW CERTIFICATIONS ISSUED IN 2025

Throughout 2025, NIOSHCert achieved strategic growth by issuing new certifications across a wide array of management system schemes and conducting extensive human capital development initiatives to meet the rising demands of a sustainability-driven global market. This milestone builds upon the excellence of the 2024 portfolio, which featured 373 MSPO certifications, 558 management system certifications—inclusive of 38 medical device assessment activities—and 265 human capital development activities, thereby reinforcing the organisation's role as a primary driver of the Environmental, Social, and Governance (ESG) agenda in Malaysia. By holistically integrating the 5P principles (People, Planet, Prosperity, Peace, Partnership), NIOSHCert has transcended its role as a certification body to become the heartbeat of industrial excellence, empowering local organisations to dominate the market with unparalleled credibility, integrity and sustainability.

Sistem Pengurusan Management Systems

Skim Pensijilan Schemes	Pensijilan Baharu New Certifications	Pensijilan Aktif Setakat Tahun 2025 Active Certifications as of 2025
ISO 45001	30	207
ISO 14001	13	79
ISO 9001	30	195
ISO 22000	3	4
MS 2530	104	453
ISO 39001	15	32
ISO 21101	1	6

Skim Pensijilan Schemes	Pensijilan Baharu New Certifications	Pensijilan Aktif Setakat Tahun 2025 Active Certifications as of 2025
ISO 37001	12	42
ISO 27001	3	9
ISO 50001	N/A	N/A
ISO 22301	1	1
ISO 55000	1	1
ISO 41001	2	2
ISCC	25	25
Jumlah/ Total	240	1056

Pengesahan dan Penentusahan *Verification and Validation*

Skim Scheme	Ditentusahkan dan Disahkan Validated & Verified
Pengimbangan dan Pengurangan Karbon untuk Penerbangan Antarabangsa (CORSA) <i>Carbon Offsetting and Reduction Scheme for International Aviation</i>	1
Alam Sekitar, Sosial, dan Tadbir Urus (ESG) <i>Environmental, Social and Governance</i>	1

Peranti Perubatan *Medical Devices*

Skim Scheme	Diperakui Certified
Amalan Pengedaran Baik Peranti Perubatan (GDPMD) <i>Good Distribution Practice for Medical Devices</i>	7
Penilaian Pematuhan Peranti Perubatan <i>Medical Device Conformity Assessment</i>	16
Sistem Pengurusan Kualiti - Peranti Perubatan (ISO 13485) <i>Medical Devices - Quality Management Systems</i>	N/A

Pembangunan Modal Insan (Jenis Latihan yang Dijalankan)
Human Capital Development (Types of Training Conducted)

Program Programmes	Aktiviti Activities	Peserta Participants
Kesedaran <i>Awareness</i>	105	1,694
Lanjutan <i>Enhancement</i>	160	2,596
Juruaudit/Ketua Juruaudit <i>Auditors/ Lead Auditors</i>	23	175
Jumlah/Total	288	4,465

Pembangunan Modal Insan (Pecahan Aktiviti Mengikut Skim)
Human Capital Development (Breakdown of Activities by Scheme)

Skim Schemes	Aktiviti Activities	Peserta Participants
ISO 45001	78	1,345
ISO 14001	16	108
ISO 9001	58	645
ISO 22000	4	55
MS 2530	36	458
ISO 39001	12	214
ISO 21101	3	34
ISO 37001	35	715
ISO 27001	4	88
ISO 22301	4	80
Peranti Perubatan <i>Medical Devices</i>	4	72
ESG	14	117
Lain-lain skim <i>Other schemes</i>	20	534
Jumlah/Total	288	4,465

AKTIVITI-AKTIVITI TAHUN 2025 ACTIVITIES IN 2025

1. PENYERAHAN SIJIL ISO 9001:2015 KEPADA SARAWAK ENERGY BERHAD HANDOVER OF ISO 9001:2015 CERTIFICATE TO SARAWAK ENERGY BERHAD



Majlis penyerahan Sijil ISO 9001:2015 Sistem Pengurusan Kualiti telah diadakan pada 2 Februari 2025 di Sarawak Energy Berhad bagi mengiktiraf pencapaian Bahagian Kejuruteraan Pusat dalam memenuhi standard pengurusan kualiti. Sijil telah disampaikan oleh Pengarah NIOSH Certification, Encik Thomas Balan Bang, diiringi Ketua Pegawai Eksekutif, Encik Syamsul Zahrin Zainudin.

The ISO 9001:2015 Quality Management System (QMS) certificate handover ceremony was held on 2 February 2025 at Sarawak Energy Berhad to recognise the Central Engineering Division's achievement in meeting quality management standards. The certificate was presented by the Director of NIOSH Certification, Mr Thomas Balan Bang, accompanied by the Chief Executive Officer, Mr Syamsul Zahrin Zainudin.

2. EU-ASEAN SCOPE APP- ASEAN WORKSHOP ON OPERATIONAL IMPROVEMENTS AND EFFICIENCY GAINS



NIOSHCert telah menyertai EU-ASEAN SCOPE APP- ASEAN Workshop on Operational Improvements and Efficiency Gains yang berlangsung pada 17–19 Jun 2025 di G-Hotel Gurney, Pulau Pinang. Penyertaan ini adalah atas jemputan CAAM susulan pelantikan NIOSHCert sebagai Badan Pengesahan (VB) pertama bagi CORSIA di Malaysia.

Program ini memberi tumpuan kepada pengurangan pelepasan karbon penerbangan melalui penambahbaikan operasi, inovasi teknologi dan penggunaan bahan api penerbangan mampan (SAF). Penyertaan ini turut memperkukuh keupayaan teknikal NIOSHCert serta menyokong peranan dalam pengesahan pelepasan karbon dan agenda kelestarian industri penerbangan.

NIOSHCert participated in the “EU-ASEAN SCOPE APP - ASEAN Workshop on Operational Improvements and Efficiency Gains”, held on 17–19 June 2025 at G-Hotel Gurney, Penang. The participation was upon invitation by CAAM following NIOSHCert’s appointment as the first Accredited Verification Body (VB) for CORSIA in Malaysia.

The programme focused on reducing aviation emissions through operational improvements, technological innovation, and the adoption of sustainable aviation fuels (SAF). This engagement strengthened NIOSHCert’s technical capabilities and supported its role in emissions verification and the broader sustainability agenda of the aviation industry.

3. NIOSHCERT INTERNATIONAL STANDARDS SEMINAR (NISS) 2025



NIOSHCert telah menganjurkan NIOSHCert International Standards Seminar (NISS) 2025 pada 4 Ogos 2025 di Pusat Konvensyen Kuala Lumpur bersempena ASEAN Safety and Health Workers Summit 2025. Seminar ini menghimpunkan 165 peserta daripada pelbagai latar belakang bagi membincangkan pelaksanaan ESG melalui piawaian antarabangsa.

Perbincangan memberi tumpuan kepada pelaksanaan ESG menerusi IWA 48:2024, integrasi ESG dengan pengurusan KKP berasaskan ISO 45000, serta kepentingan kesejahteraan mental dalam membina organisasi mampan. Penganjuran ini memperkukuh peranan NIOSHCert sebagai peneraju pembangunan standard KKP di peringkat serantau.

NIOSHCert organised the NIOSHCert International Standards Seminar (NISS) 2025 on 4 August 2025 at the Kuala Lumpur Convention Centre, held in conjunction with the ASEAN Safety and Health Workers Summit 2025. The seminar brought together 165 participants to discuss ESG implementation through international standards.

Discussions focused on ESG implementation via IWA 48:2024, the integration of ESG with OSH management based on ISO 45000 standards, and the importance of mental well-being in building sustainable organisations. The event reinforced NIOSHCert's role as a regional leader in OSH standards development.

4. PENYERAHAN SIJIL ISO 21101:2014 KEPADA MAJLIS PERBANDARAN TAIPIING
HANDOVER OF ISO 21101:2014 CERTIFICATE TO THE TAIPIING MUNICIPAL COUNCIL



Majlis Perbandaran Taiping telah menerima Sijil ISO 21101:2014 Sistem Pengurusan Keselamatan Pelancongan Kembara pada 6 Oktober 2025 sebagai pengiktirafan terhadap pematuhan kepada piawaian antarabangsa. Sijil telah disampaikan oleh Ketua Pegawai Eksekutif NIOSHCert, Encik Syamsul Zahrin Zainudin.

The Taiping Municipal Council received the ISO 21101:2014 Adventure Tourism Safety Management System certification on 6 October 2025 in recognition of its compliance with international standards. The certificate was presented by the Chief Executive Officer of NIOSHCert, Mr Syamsul Zahrin Zainudin.

5. NIOSHCERT SEMINAR SERIES 2025



NIOSHCert dengan kerjasama Lembaga Pembangunan Langkawi (LADA) telah menganjurkan program bertajuk "NIOSHCert Seminar Series 2025: Catalysing a Safer and Sustainable Future Through Strategic ESG and Standards Integration" pada 10 November 2025 di Bayview Langkawi. Program ini menjadi platform untuk meningkatkan kesedaran industri rekreasi dan pelancongan terhadap kepentingan sistem pengurusan ISO dan ESG.

Seminar ini merangkumi topik utama seperti pengurusan KKP (ISO 45001), pengurusan risiko pelancongan (ISO 21101), pelaksanaan ESG (IWA 48) serta integriti produk dan proses (ISO 13485), sekali gus memperkukuh keupayaan organisasi dalam mengurus risiko dan meningkatkan keselamatan.

NIOSHCert, in collaboration with the Langkawi Development Authority (LADA), organised the "NIOSHCert Seminar Series 2025: Catalysing a Safer and Sustainable Future Through Strategic ESG and Standards Integration" on 10 November 2025 at Bayview Langkawi. The programme served as a platform to enhance awareness among the recreation and tourism industry on the importance of ISO management systems and ESG.


The seminar covered key topics including OSH management (ISO 45001), risk management in tourism (ISO 21101), ESG implementation (IWA 48), and product and process integrity (ISO 13485), thereby strengthening organisational capabilities in risk management and sustainability.

6. PENYERAHAN SIJIL ISO 37001:2016 KEPADA AXIATA GROUP BERHAD
HANDOVER OF ISO 37001:2016 CERTIFICATE TO AXIATA GROUP BERHAD



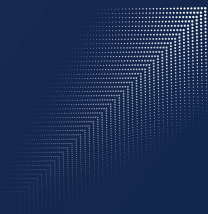
Axiata Group Berhad telah menerima Sijil ISO 37001:2016 Sistem Pengurusan Anti-Rasuah pada 28 November 2025 sebagai pengiktirafan terhadap komitmen mematuhi piawaian antarabangsa. Sijil telah disampaikan oleh Ketua Pegawai Eksekutif NIOSHCert, Encik Syamsul Zahrin Zainudin di Ibu Pejabat Axiata Group Berhad

Axiata Group Berhad received the ISO 37001:2016 Anti-Bribery Management System (ABMS) certification on 28 November 2025 in recognition of its commitment to international standards. The certificate was presented by the Chief Executive Officer of NIOSHCert, Mr Syamsul Zahrin Zainudin at the Axiata Group Berhad headquarters.



**We believe strong
businesses are
built on trust,
transparency, and
purpose.**

ESG is not a trend—it's our
long-term strategy for impact
and resilience.



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Jumaat / *Friday*

8.00AM - 12.15PM

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Closed on Saturday, Sunday and public holidays (Selangor)

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