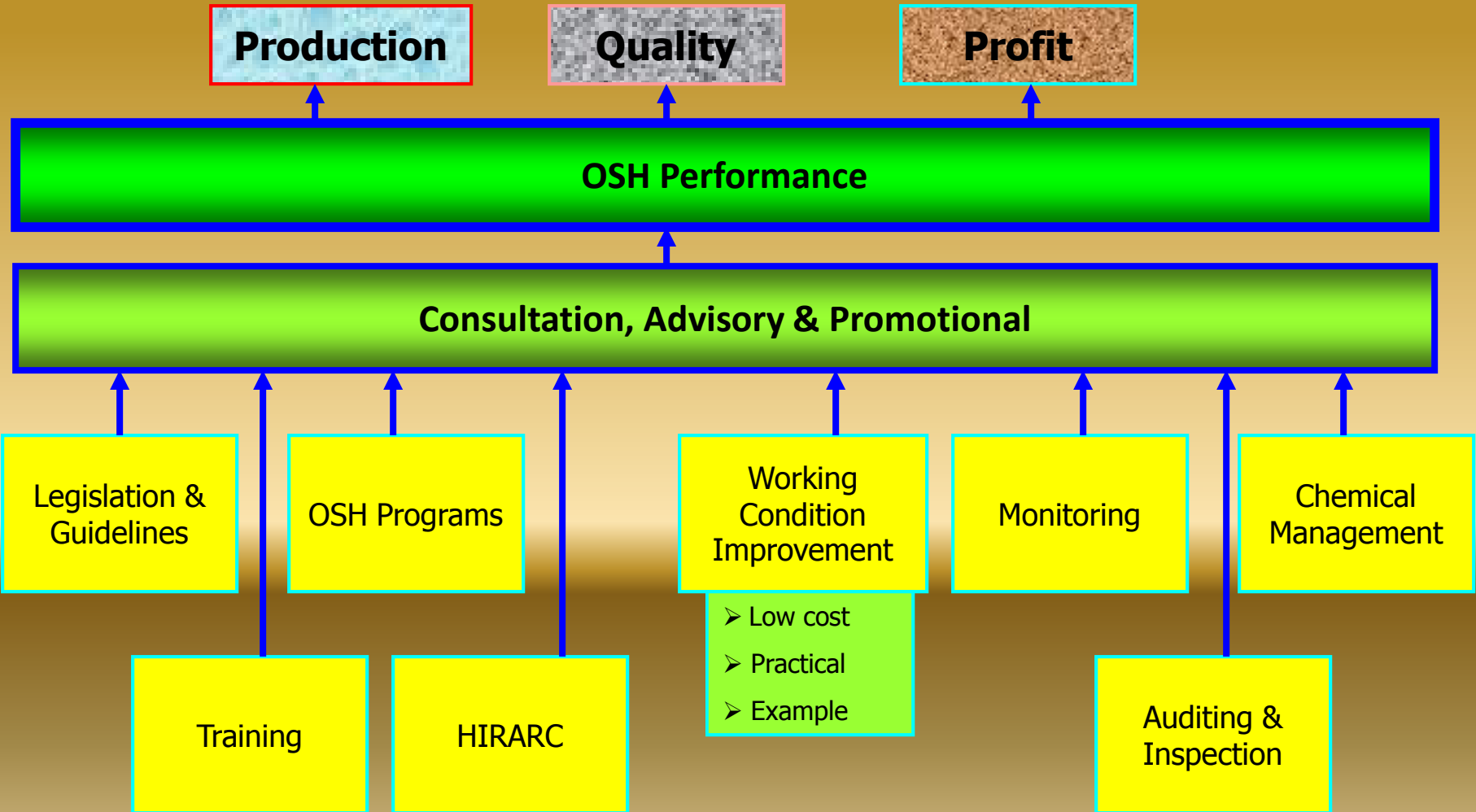


Compliance Supports For SME

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SAFETY AND HEALTH

OBJECTIVE



OCCUPATIONAL SAFETY AND HEALTH IMPROVEMENT IN SMALL AND MEDIUM ENTERPRISES (SMEs)

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SME CONSTRAINTS

- Financial problems, since SMEs often have low investment capital and little access to loans;
- Difficulty in obtaining high quality raw materials;
- Difficulty in marketing products;

SME CONSTRAINTS

- Poor quality of plant and equipment;
- Difficulty finding skilled workers;
- Lack of knowledge about management and occupational safety and health;
- Lack of technical support.

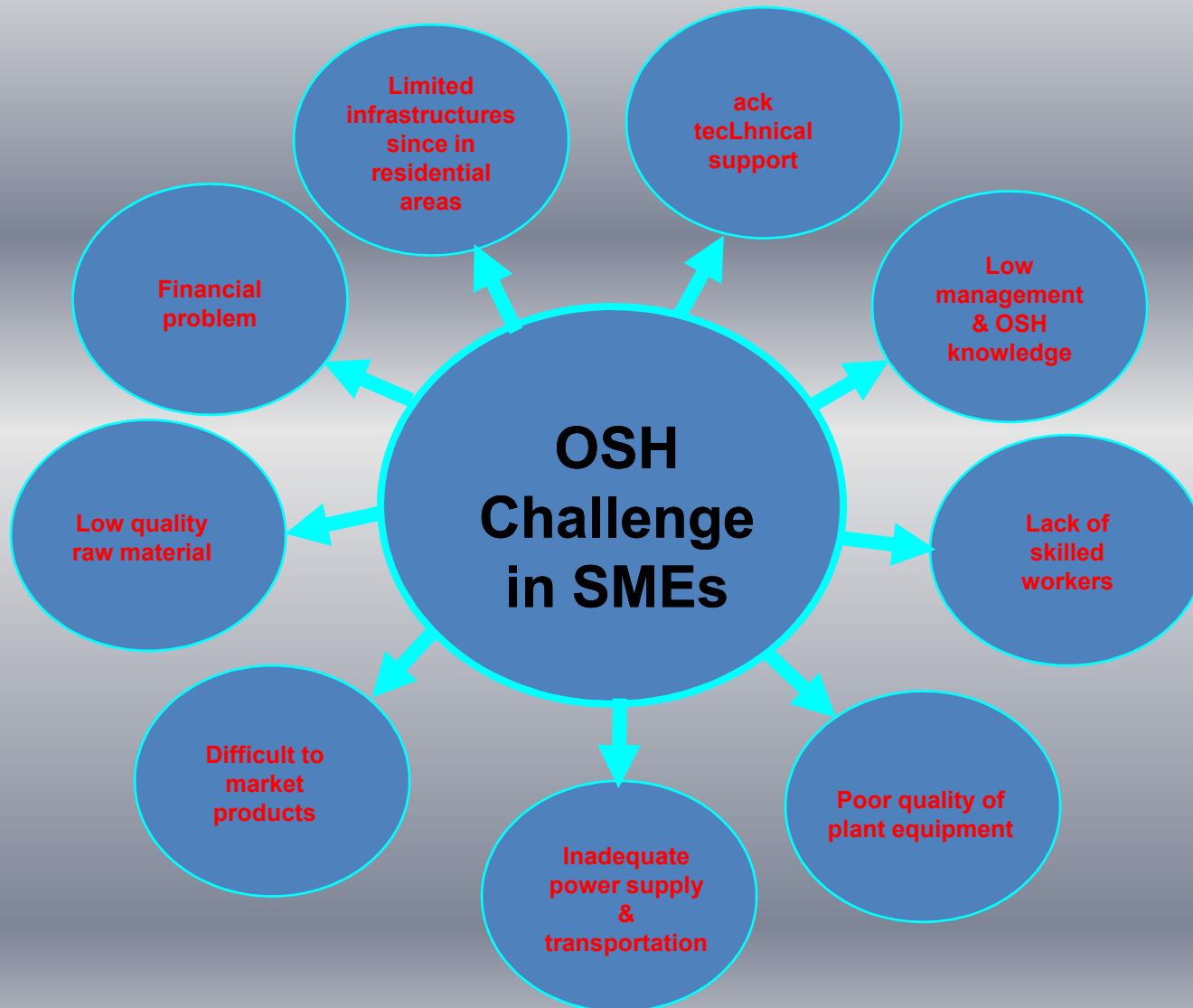
ADVANTAGES

- SMEs provide jobs to poorly skilled and semi-skilled workers;
- Many SMEs are located near a residential areas, where infrastructures are limited;
- Productivity is often low in SMEs, which provides a high potential for improvement;
- SMEs are eager to have more information to improve productivity and working conditions;

ADVANTAGES

- Improvements in productivity and working conditions can be carried out quickly since most managers are both the owner and the manager of the enterprise;
- The relationship between workers and managers is closer, which favors cooperation;
- Manager himself is a worker and therefore the understandings of technical problems is there and are able to take innovative, informal and flexible approaches to solving problems.

OSH CHALLENGE in SME



? COMPLIANCE SUPPORTS

- An Approach in the form of consultation and advisory services, taken by DOSH to assist SME to comply with OSH legislations

WHY WE NEED COMPLIANCE SUPPORTS

- Not to rely too much on enforcement activities
- Too strict on enforcement may scare SME

Compliance Supports Activities

1. Pro-active approach - Informing employers about OSH legislations, guidelines, standards, and issuing instructions or simplified documentation or checklists on how to comply with the legislations or fulfill the requirements of the guidelines and standards in practice;

Compliance Supports Activities

2. Auditing working conditions with the goal of providing advice for improvement on OSH, thus increase productivity;

Compliance Supports Activities

3. Workers and management training in occupational safety and health subjects;

Compliance Supports Activities

4. Providing access to information services;
5. Providing occupational safety and health programs, in association of NIOSH and SMIDEC; and last but not least,

Compliance Supports Activities

7. Embarking on new initiatives.

DOSH NEW INITIATIVES

DOSH NEW INITIATIVES

1. DOOR TO DOOR PROGRAMME
2. FAST TRACK REGISTRATION PROGRAMME
3. MOBILE UNIT PROGRAMME
4. UMBRELLA PROGRAMME

DOOR TO DOOR PROGRAMME

- designed for the DOSH officers to directly approach the selected SMEs for the purpose of providing guidance on OSH, to improve working condition and increase productivity

FAST TRACK REGISTRATION PROGRAMME

- To register new and existing unregistered workplaces by pro-active means so as to ensure that such workplaces are under DOSH coverage

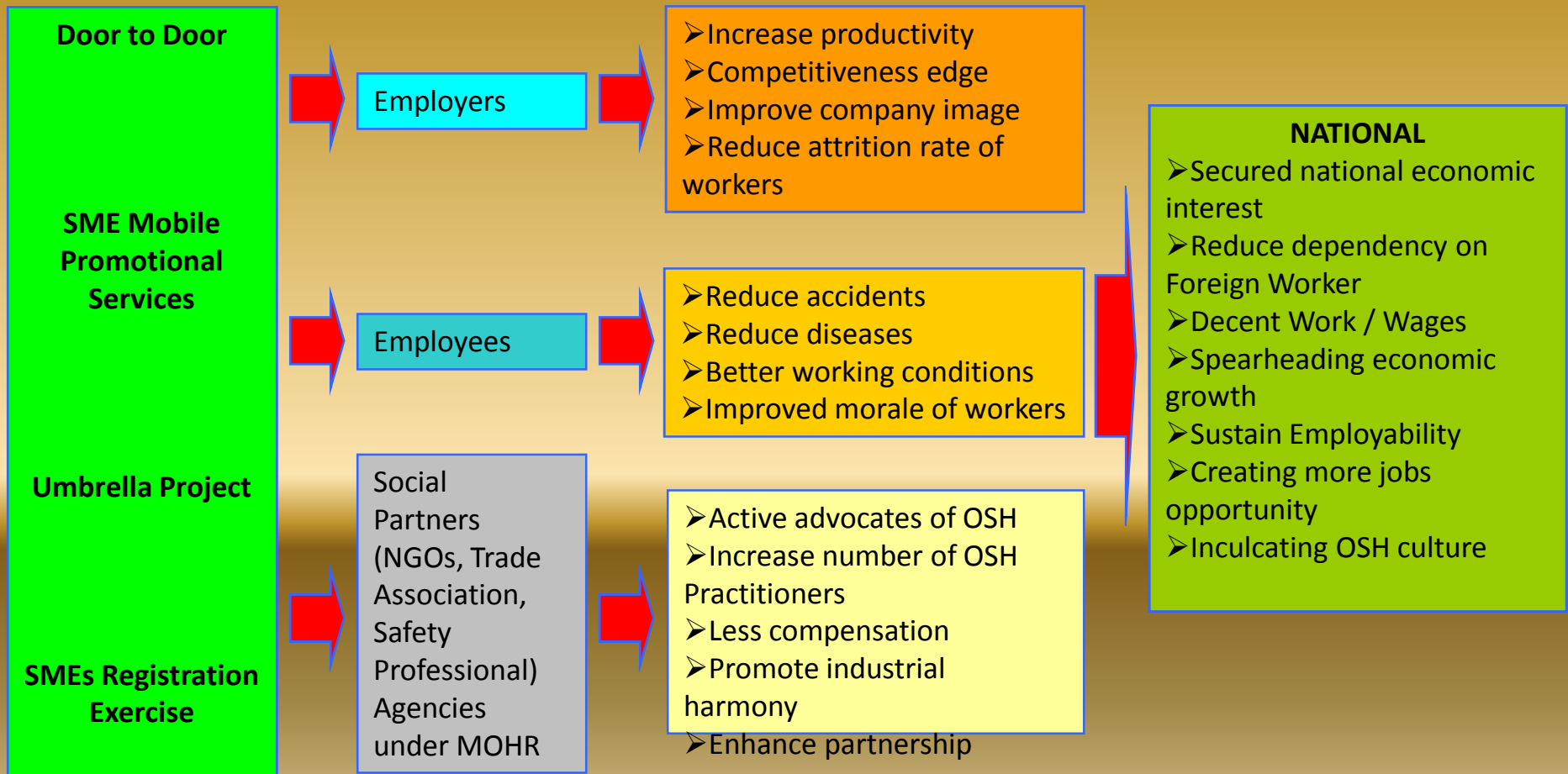
MOBILE UNIT PROGRAMME

- DOSH to provide OSH services to a group of SMEs either based on one specific location or one particular cluster of industry using its mobile unit (CAT van)

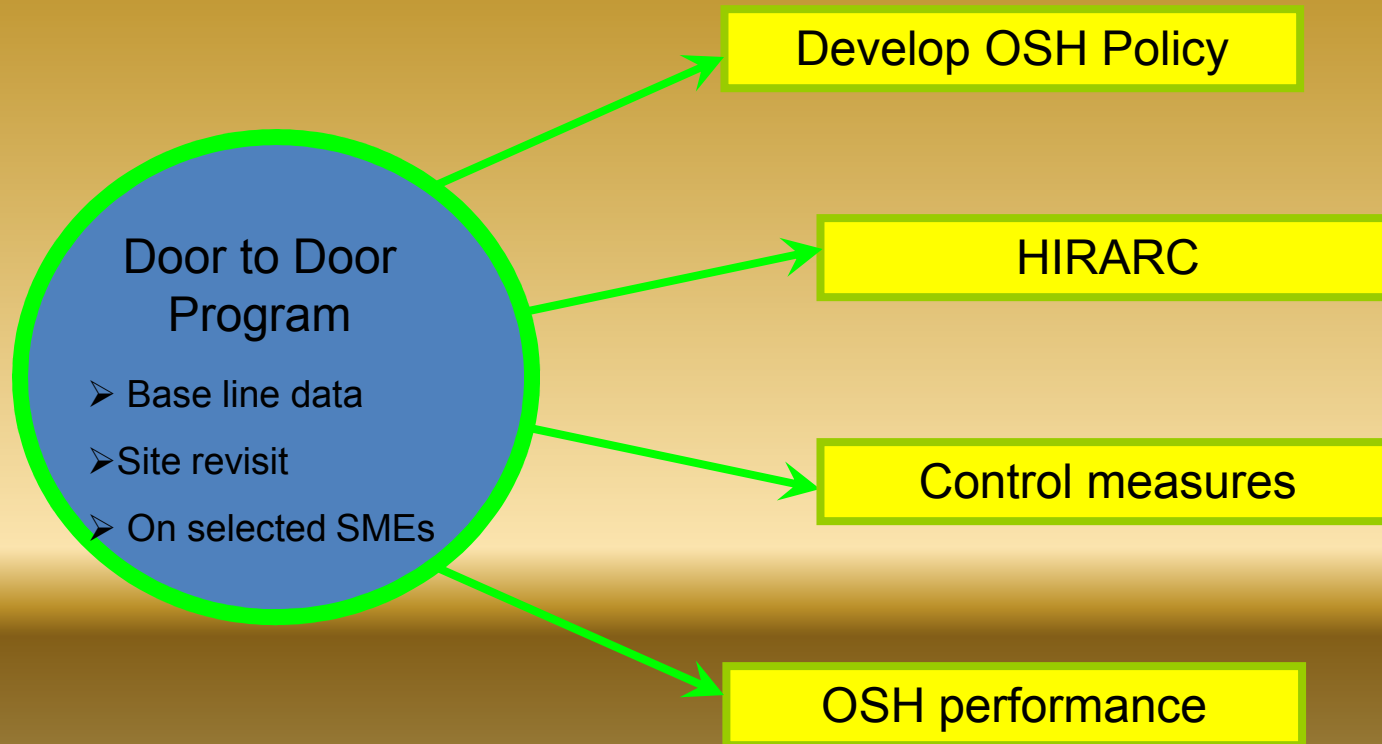
UMBRELLA PROGRAMME

- DOSH to generate awareness on OSH through the establishment of networking with their respective industry associations.

OVERVIEW OF DOSH NEW INITIATIVES FOR SMEs



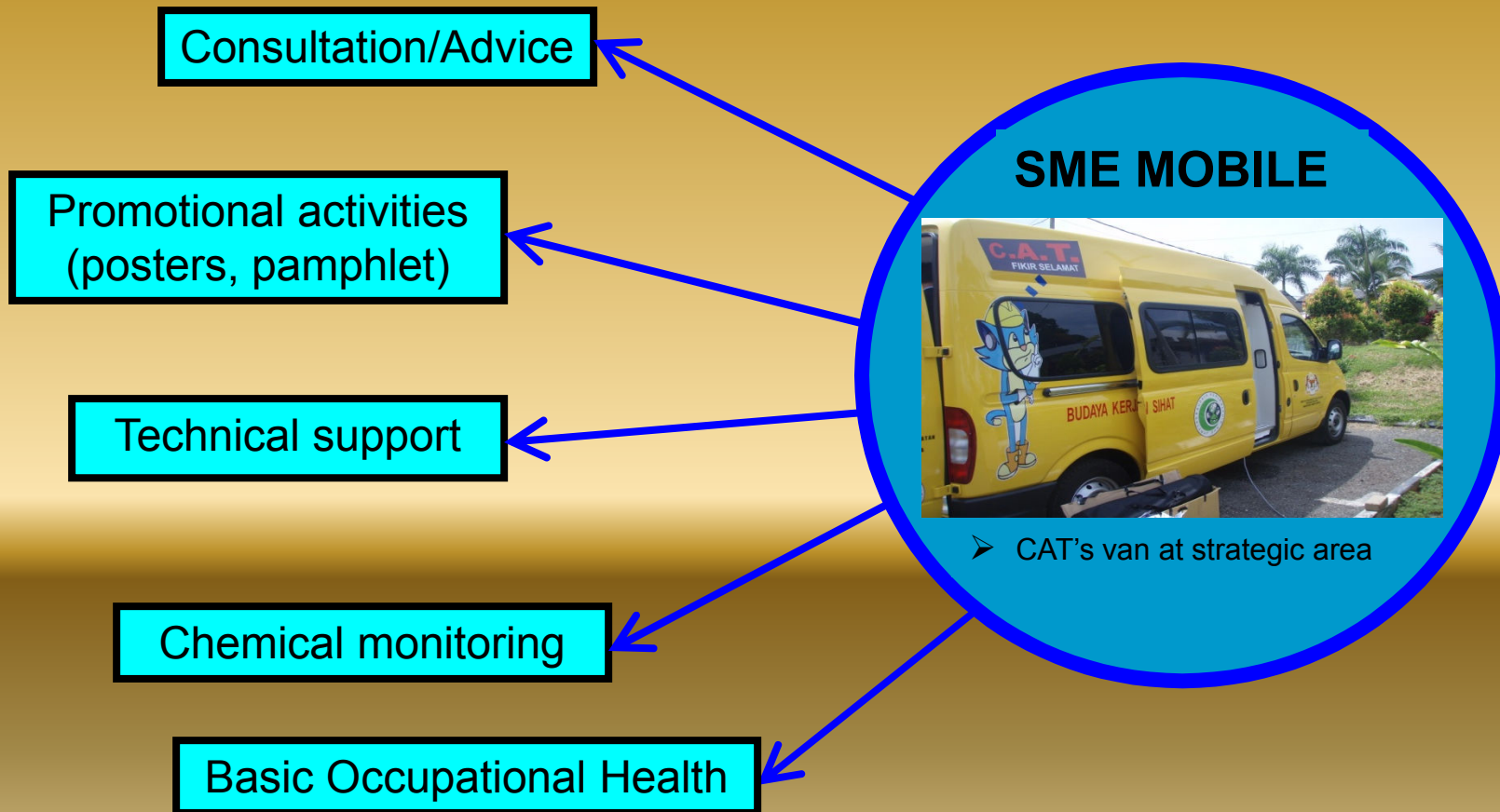
DOOR TO DOOR PROGRAM



OCCUPATIONAL SAFETY AND HEALTH IMPROVEMENT IN SMALL AND MEDIUM

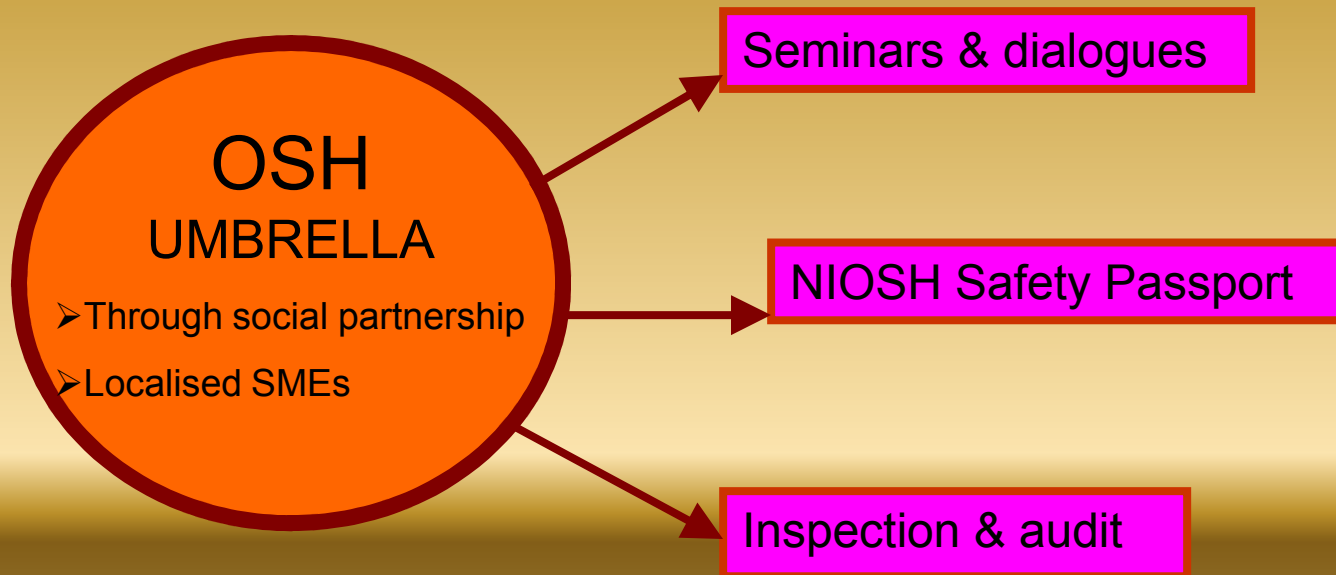
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SME MOBILE



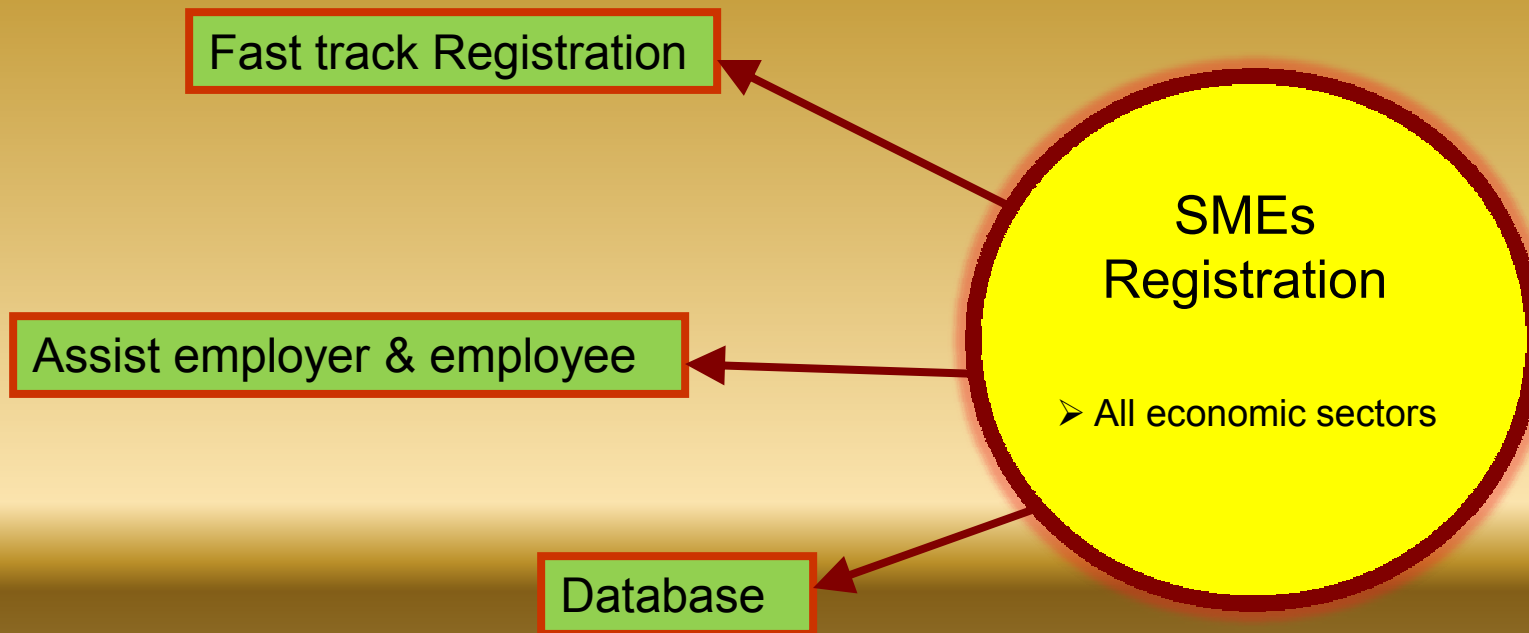
OCCUPATIONAL SAFETY AND HEALTH IMPROVEMENT IN SMALL AND MEDIUM ENTERPRISES (SMEs)

OSH UMBRELLA



OCCUPATIONAL SAFETY AND HEALTH IMPROVEMENT IN SMALL AND MEDIUM
ENTERPRISES (SMEs)

SMEs Registration



OCCUPATIONAL SAFETY AND HEALTH IMPROVEMENT IN SMALL AND MEDIUM
ENTERPRISES (SMEs)

STRATEGIC PLAN

Programs	Activity	KPI /year
1. Equip DOSH Officer With information and skills	1.1. Formulate training module for DOSH 's inspectors 1.2. Conduct training exercise (Theory and practical)	1 Training module 2 Training programs 50 Officers
2. Pilot project (door to door)	2.1. To develop checklists <ul style="list-style-type: none"> • Inspection / audit • Simple HIRAC(ergonomic checkpoint, control banding) • OSH Policy template • Improvement model (WISE, WIND, WISCON, BOHs) 	6 items
	2.2. Implementation to selected SME ; - construction, manufacturing, agriculture, services 2.3. Analysis and report	Small state = 40 Medium state = 60 Large state = 80 1 report
3. SME mobile service (using CAT 's van)	3.1. Provide promotional materials 3.2. Provide consultation/advisory on OSH 3.3. Monitoring/auditing activity 3.4. Analysis and report	30 sites/year
4. Umbrella Project.	4.1. Training /create awareness to association about OSH. (e.g. SMiDEC, SME Bank, trade association) 4.2. Site inspection by DOSH 4.3. Introduce NIOSH safety passport for high risk SME through HRDF, SMiDEC, SME Bank, trade association	14 training visit/site/year No of site: Small state = 8 Medium state = 12 Large state = 16 3 industry/year
5. SMEs Registration	5.1. To register new and unregistered SMEs in all sectors	10% of the existing registered workplaces annually

IMPLEMENTATION STAUS

DOSH NEW SME INITIATIVES

No.	ACTIVITIES	TARGET 2009 (* / ** / ***)
1	Door to Door Program (Pilot Project)	
	a. No of SME participated	80 / 60 / 40
	b. No of visit	320 / 240 / 120
2	SME Mobile Service	30 / 20 / 10
3	Umbrella Program	16 / 12 / 8
4	Fast Track Registration	10% of the total number of workplaces registered

Nota:

- * Big State (Selangor dan Johor)
- ** Medium State (Pulau Pinang, Perak, Terengganu, Wilayah Persekutuan)
- *** Small State (Perlis, Kedah, Negeri Sembilan, Melaka, Pahang, Terengganu, Kelantan, , Serawak)

STATUS OF SME ACTIVITIES

PROJECT 1	TOTAL		
	Target	Achieve	%
Door to Door Program (Pilot Project)			
Implementation (Work Places)	720	294	40.8
a. No of Visit	2560	321	12.5
b. Status of Implementation			
i. OSH Pre-audit	0	184	
ii. Assistance to manage OSH	0	4	
iii. Implementation of 5S concept	0	0	
iv. Improvement of OSH's level	0	0	
v. Control of Chemical	0	0	
vi. Post-audit	0	0	

STATUS OF SME ACTIVITIES

PROJECT 2	TOTAL		
	Target	Achieve	%
SME Mobile Service	220	29	13.2
Implementation Status			
i. No of Area involved	0	29	
ii. No of SMEs involved	0	69	
iii. Consultation of OSH	0	46	
iv. Noise monitoring	0	2	
v. CHRA / Control of Chemical	0	5	
vi. Fast-track registration of SMEs	0	12	
vii. OSH Audit	0	0	
viii. Medical screening	0	16	

STATUS OF SME ACTIVITIES

PROJECT 3 and 4	TOTAL		
	Target	Achieve	%
3. Umbrella Program	144	7	4.9
Implementation Status			
i. Identification of related association / incorporated body		19	
ii. Seminar / Dialog / training conducted		7	
iii. No of SMEs involved		288	
4. Fast Track Registration			
Implementation status	2440	525	21.5

* 10% of the existing registered workplaces

ISSUES FACING BY DOSH

ISSUES FACING BY DOSH

- The owner of SMEs reluctance to cooperate with DOSH' officer during SME activities.
- Some of the owner of SMEs expecting financial support if they register with DOSH.

- Some machinery, use in workplaces (old machinery) do not have the complete technical documents for registration.
- Low awareness amongst SMEs about DOSH and OSH Act and Regulations.
- OSH Management at SME workplaces are low and weak.

- Cooperation from employers are low with the reasons of low capital / profit.
- Existing machinery at workshop such as scissor lifts, air compressors are not registered due to incomplete documents for registration.

SUGGESTION FOR IMPROVEMENT

SUGGESTIONS FOR IMPROVEMENT

- ✓ The need to provide training, on subjects:
 - ❖ Related to working procedures
 - ❖ Methods on how to improve working condition and increase productivity rate.

- ✓ To advertise / promote through media on the legal obligation for SMEs to register their workplace and the legal implication if fail to do so.

SUGGESTIONS FOR IMPROVEMENT

- ✓ To provide incentives / certificate of recognition / appreciation for those SMEs involve in the project.
- ✓ To create good collaboration with Municipal Councils. Only, those SMEs which are registered with DOSH will be allowed to get / to renew their licenses.

THANK YOU

OCCUPATIONAL SAFETY AND HEALTH IMPROVEMENT IN SMALL AND MEDIUM

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39