

## **Legal review of the implementation of work safety and health atpt multi nabatimaleo unit, pohuwato district**

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### **Abstract**

*Implementation of Occupational Safety and Health at PT. Multi Nabati Unit Maleo is done by Enviromental Unit, Health and Safety. EHS is a policy applied by PT Multi Nabati Unit Maleo in providing protection for the safety and health of its workers. EHS is a direct handle or the first handle if there is an accident and also work to make preventive efforts to prevent accidents. In addition, the company develops the health and work safety management system (SMK3 & L). The efforts undertaken by PT Multi Nabati To reduce the risk of occupational accidents by applying: Engineering (engineering), Administration (administration) and Labor must use APD (Personal protective equipment)..*

**Keywords:** Occupational Safety, Occupational Health, PT. Multi Nabati

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### **1. Introduction**

Regarding labor, it is contained in the 1945 Constitution of the Republic of Indonesia in Article Article 27 paragraph (2) which says "Every citizen has the right to work and livelihood that is appropriate for humanity". Workers are residents who are in working age. According to Law No. 13 of 2003 Chapter I Article 1 paragraph 2 states that labor is anyone who is able to do work to produce goods or services both to meet their own needs and for the community (Hardijan Rusli, 2011: 4). In addition, workers are development actors and economic actors both individually and in groups, so that they have a very significant role in national economic activities, namely increasing productivity and welfare of the community. Factors that influence productivity levels include education and skills training, nutrition / nutrition, health, talent or innate, motivation or willingness, employment opportunities, management opportunities and government policies (Suma'mur, 1993: 1).

The increasing role and position of workers as actors to achieve development goals and influenced by the development of the use of technology in various sectors of business activities can lead to higher risks that can threaten the safety, health and welfare of the workforce. So that efforts are needed to protect workers who can make a positive contribution to labor productivity efforts. Recognizing the importance of workers for the company, the government, and the community, it is necessary to think so that workers can maintain their safety in carrying out their work. Likewise, it is necessary to strive for calm and health of workers so that what they face at work can be considered as much as possible, so that the vigilance in carrying out the work is guaranteed. These thoughts are workers' protection programs, which in daily practice are useful to be able to maintain the productivity and stability of the company (ZinalAsikin, 2010: 95).

Occupational safety and health is one aspect of labor protection regulated in Law Number 13 of 2003. Law No. 13 of 2003 concerning Manpower (Labor Law) states that "Every worker / laborer has the right to obtain protection from safety and occupational health, morality and morality, treatment that is in accordance with human dignity and values and religious values ". By implementing occupational safety and health control technology, it is expected that the workforce will achieve physical resilience, work power, and a high level of health. Besides that occupational safety and health can be expected to create high work comfort and work safety. So, the elements in occupational health and safety are not fixed on physical factors, but also mental, emotional and psychological.

The demand for the creation of safety and occupational health is a necessity in every workplace, to support harmony for workers at work in order to create peace in carrying out every work activity. Protection of occupational safety and health is a human right that must be fulfilled by the company, where the company is fully responsible for the work security of its workers. Job security is seen as the company's obligation to make various preventive efforts (preventive) against the occurrence of workplace accidents. Thus, workers have the right to the security of their soul and body during work (Surya Tjandra and JafarSuryomenggolo, 2006: 181).

PT Multi Nabati Indonesia Maleo Unit is one of the companies located in Pohuwato district. The company was founded in 2002 based on company deed NO.C-1665.HT.03.02-TH.2002. The company is included in the business field of coconut oil industry. PT. Multi NabatiMaleo Unit until now has employed around 224 workers.

In the industrial process every day, workers interact with factory machinery which can then occur in an accident at work. Looking at the background above, the writer then wants to make a study that focuses on occupational safety and health at PT Multi NabatiMaleo Unit. The formulation of the problem in this paper is how the Implementation of Occupational Health and Safety at PT. Multi-Vegetable Maleo Unit? and how are the efforts made by PT Multi Nabati Unit Maleo in reducing the risk of workplace accidents?

## **2. Method**

The type of research used in this study is a type of empirical legal research that is research that is directly carried out at PT. Multi Nabati, aims to explain the process of implementing Occupational Health and Safety (K3). Empirical legal research is legal research that examines primary data to answer problems.

The object in this study is about the Implementation of Occupational Safety and Health at PT Multi NabatiMaleo Unit. In accordance with the problem and purpose of this study, the types and sources of data used are primary data, namely data obtained directly from a study in the form of direct interviews with HR Managers, Workers, and laborers as resource persons in the field and other data obtained from PT. Multi Nabati, besides that it can be in the form of study documents and questionnaires.

## **3. Implementation of Occupational Safety and Health at PT. Multi Vegetable Maleo Unit**

Occupational Safety and Health at PT Multi Nabati Unit Maleo has been included in the Wilmar Group Collective Labor Agreement (PKB) for 2015 - 2017. In the collective labor agreement listed in CHAPTER V concerning Social Security, Health and Employee Welfare / Workers in Article 17 regarding Health Conditions, Article 18 concerning Health Examination and Article 19 concerning Treatment and Treatment.

Then in CHAPTER IV About Security, Work Safety and Education which is contained in Article 32 concerning Work Equipment and Work Safety Equipment, Article 33 concerning Fire Prevention and Management, Work Accidents and Other Hazards.

Based on the above, of course all the regulations that have been determined must be adhered to by all workers who are engaged in PT Multi NabatiMaleo Unit. Based on the research of the author, the company employs more than 200 workers which can be seen in the following table.

The two types of workers stipulated in the Company Regulations above must follow the rules regarding occupational safety and health. At PT Multi NabatiMaleo Unit based on the research of the authors the implementation of Occupational Safety and Health at PT Multi NabatiMaleo Unit is handled specifically by the EHS (Environmental Health and Safety). In accordance with the Corporate Policy Environment, Safety, Health, Work and Community Development Wilmar Group industry is responsible for environmental management, safety, occupational health and community development around the company so that each business unit conducts.

- a. Pollution prevention in every activity
- b. Prevention of occupational accidents and diseases
- c. Compliance with laws and regulations
- d. Efficient use of energy
- e. Having concern for the social aspects of society

Based on several points above the occupational health and safety problem is at the second point after environmental pollution. This, of course, is a major focus of PT Multi Nabati in building a conducive work environment.

In achieving a conducive work environment and implementing some of the points above, there are several efforts that need to be carried out by PT Multi Nabati namely:

- a. Make repairs to dangerous conditions or actions, to prevent work accidents.
- b. Implement the concept of clean production and housekeeping
- c. Carry out environmental management in accordance with laws and regulations
- d. Carry out awareness raising programs at all levels of employees in the Environment and K3 fields.

The implementation of safety and health also requires cooperation between the company and the workers themselves where the company is obliged to provide facilities and tools to support safety and health for its workers in carrying out their work and workers also have an obligation to comply with all work safety requirements stipulated by company.

Based on the results of interviews that I have done with Mr. Nestor Sukarame who is the PT Multi Nabati Unit Operational Head of Maleo Unit (April 14, 2017) he said:

"The meaning of worker's safety and health for the company is very important because every work accident is viewed from the company's system (not from the family / victims). Any accident or decline in occupational health can cause harm to the company, such as:

Apart from work safety issues, of course, every worker at PT Multi NabatiMaleo Unit is required to attend health checks and maintenance. This is done to anticipate the increased risk of greater harm to workers, especially the likelihood of occurrence of disease due to work related to working conditions, the use of machinery and hazardous

materials and toxic chemicals. The health check has been regulated in the Minister of Manpower Regulation Number: Per.02 / Men / 1980 concerning the examination of labor health.

Regarding the health requirements of PT Multi Nabati Unit Maleo is stated in Article 17 of the Collective Labor Agreement, namely:

"If it is deemed necessary by the company, a prospective employee / worker who will be transferred to another place / position must be willing to have his health examination by a doctor appointed by the company either through Health BPJS or a health benefit program."

Then regarding health checks, care and treatment are regulated in the same rules, namely the Collective Labor Agreement in Article 18 and Article 19. Article 18 reads

#### **4. Efforts made by PT Multi Nabati to reduce the risk of workplace accidents**

Given that every workforce wherever they work must be sought to avoid the risk of workplace accidents, then efforts to optimize the control of sources of workplace accidents are sought. Based on the results of the author's research on PT Multi Nabati Unit Maleo, there is a hierarchy of controls to prevent the occurrence of work accidents, namely.

##### 1. Engineering (engineering)

- Protectors or covers, such as covers on cables - cables that are not in the process may be peeled off. Usually if there is a cable that is not safe or exfoliated then there will be a detector or an alarm that indicates that the situation is not safe.
- Automatic shutdown on the machine aims to avoid overflow
- Hand rail used for prevention if it falls on a high floor does not immediately fall down
- Safety fence, scaffolding, life line guard rail, platform
- O2 detector
- Lock out system
- Maintenance
- Motivation and modification

##### 2. Administration (administration)

Administration is a way to simplify when identifying employees or people in the PT Multi Nabati Maleo Unit. Therefore all people in the industry must pay attention to and comply with the requirements as.

The obligation of the company / management and labor in relation to the use of personal protective equipment, regulated in Law No. 1 of 1970. In addition there are also in the Collective Labor Agreement Article 32:

1. The company is obliged to provide work equipment and or work safety equipment needed by employees / workers in accordance with the nature of their work and the equipment remains the property of the company
2. Employees / workers who receive work equipment and or safety equipment mentioned above are required to use and maintain the work goods in question.

3. Outside of time and work interests are prohibited from using or using the intended equipment.

However, based on the author's observation, although the SOP was made to minimize the occurrence of work accidents, there are still workers who pay less attention to safety aspects in their work, for example there are still workers who do not use PPE. This is what later became a special concern from the EHS Sector to further conduct inspections and observations as well as giving sanctions to workers who neglected the aspects of occupational safety and health of the workforce at PT Multi Nabati

## 5. Conclusion

Implementation of Occupational Safety and Health at PT. Multi Nabati Maleo Unit which is carried out by Environmental, Health and Safety Unit. EHS is a policy implemented by PT Multi Nabati Unit Maleo in providing protection for the safety and health of its workers. EHS is the one who directly or first handles if there is a work accident and is also tasked with making preventive efforts to prevent work accidents. In addition, the company built an occupational health and environmental safety management system (SMK3 & L). Efforts made by PT Multi Nabati to reduce the risk of workplace accidents by applying: Engineering (engineering), Administration (administration). Administration is a way to simplify when identifying employees or people in the PT Multi Nabati Maleo Unit. Using PPE (Personal Protective Equipment)

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