

Analysis of the Implementation of Occupational Safety and Health Management (OSH) at the Search and Rescue Office, Class B, Nias

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ABSTRACT

Occupational Safety and Health (K3) is a protection for workers and other people who enter the workplace against the dangers of work accidents with the aim of preventing, reducing the risk of work-related diseases and accidents as well as improving the health status of workers so that their work productivity increases. The aim of this research is to determine the implementation of Occupational Safety and Health (K3) management at the Class B Nias Search and Rescue Office. In conducting research, the research method used is a descriptive research method with a qualitative approach. Based on the research results, The implementation of K3 Management at the Class B Nias Search and Rescue Office has been implemented and carried out well based on existing SOPs, carrying out training, education, use of PPE, as well as supervision and audits so that maximum results can be achieved. However, there are still workers who do not comply with the use of PPE when carrying out their duties. So what agencies do is carry out training, education, use of PPE, as well as supervision and audits so that they can achieve maximum results. The Nias Class B Search and Rescue Office carries out K3 implementation such as providing PPE, providing first aid boxes to anticipate work accidents or work illnesses and the agency also always urges workers to always remember work safety by wearing PPE correctly before carrying out work in the field.

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1. INTRODUCTION

Occupational Safety and Health, or more commonly known as K3, is an integral and inseparable part of the labor and human resources system with the aim of creating a workplace that is safe, healthy, and free from environmental pollution. K3 is a field related to the safety, health, and well-being of humans who are active and working in households, institutions, service companies, and projects (Tian et al., 2024).

According to Sutrisno in (Sharp et al., 2024), Occupational Safety and Health is safety closely related to the workplace, work equipment, work environment, and how employees perform their

tasks. According to (Trask & Linderoth, 2023), the understanding of Occupational Safety and Health is activities that ensure the creation of a safe working condition, free from physical and mental disturbances through coaching and training, guidance, and control over the implementation of tasks by employees and providing assistance in accordance with applicable regulations, both from government agencies and the companies they work for.

According to (Shoab et al., 2024), Occupational Safety is safety related to machinery, work tools, materials and their management processes, workplace foundations and environments, and how work is performed. He states that the target of occupational safety is all workplaces, whether on land, underground, on the surface of water, or in the air. According to Government Regulation Number 50 of 2012, the definition of Occupational Safety and Health is all activities to ensure and protect the safety and health of workers through efforts to prevent work accidents and work-related illnesses. From the above opinions, it can be concluded that K3 is a protection for workers and others entering the workplace against the dangers of work accidents with the aim of preventing, reducing the risks of work-related diseases and accidents, and improving the health status of workers so that their productivity increases (Vitrano et al., 2023).

There are several government agencies whose activities require their employees to work in high-risk K3 conditions, one of which is the Class B Search and Rescue Office in Nias. The Class B Search and Rescue Office in Nias is a government agency engaged in the business of searching for, rescuing, and saving human lives that are lost or feared lost or facing danger in maritime, aviation, and natural disasters. It can be understood together that search and rescue personnel are those who directly face jobs with high risks, even risking their lives (Zhou et al., 2023). Considering the dangers faced by personnel, good K3 management implementation is needed to ensure the safety of workers (Filipa Ferreira et al., 2024).

The implementation of K3 management in the workplace is influenced by several factors, namely human factors, environmental factors, and the existence of social problems arising from the lack of K3 management implementation (Abdelrahim et al., 2023). The legal basis governing the implementation of K3 Management up to now still refers to Law No. 1 of 1970, namely "Every worker has the right to protection for his safety in carrying out work for the welfare of life and increasing national production and productivity. And every other person who is in the workplace needs to be guaranteed safety, every means of production needs to be used and used safely and efficiently. In connection with this, every effort must be made to foster work protection norms."

The implementation of K3 Management at the Class B Search and Rescue Office in Nias is demonstrated by the majority of its employees using personal protective equipment such as safety helmets, life jackets, work gloves, field work clothing, First Aid tools, and other personal protective equipment (Walters, 2024). All these work safety preparations are part of the K3 policy that has been implemented at the Class B Search and Rescue Office in Nias. In terms of K3, the Class B Search and Rescue Office in Nias has actually implemented K3 Management in its work processes or activities, but an initial survey at the location still shows deficiencies and suboptimal conditions, resulting in accidents occurring while carrying out their duties. These accidents are caused by employee's lack of discipline in using Personal Protective Equipment (PPE), unfavorable weather conditions, and unsafe physical conditions of the work team (Soykan, 2023).

Management is a process of working together with others to achieve organizational goals effectively and efficiently. According to Robbins and Coulter in the book by (Ishengoma, 2024), management is a process of coordinating and integrating work activities so that they can be completed effectively and efficiently. According to (Rantala et al., 2024) management is a unique process consisting of planning, organizing, directing, and controlling actions carried out to determine or achieve predetermined goals through the utilization of human resources and other resources. In this management function, which is included in the application of K3 Management, the supervision management function lacks supervision in the use of PPE by workers, so that work accidents still occur when performing field duties.

2. RESEARCH METHOD

In this research, the method used is descriptive research with a qualitative approach. Descriptive research is an attempt to describe a phenomenon, event, or occurrence that exists now based on data. According to (Ghahramani et al., 2023), research using descriptive method aims to describe or elaborate on existing phenomena, both natural and human-made phenomena, which include activities, changes, similarities, and differences between one phenomenon and another. To obtain accurate data and information related to the issues in this research, the research is conducted at the Class B Search and Rescue Office in Nias located at Jln. Pelud Binaka, km 9 onoamolo 1 lot, Gunungsitoli Idanoi, North Sumatra.

3. RESULTS AND DISCUSSIONS

The implementation of Occupational Safety and Health Management (K3) is a crucial approach in the workplace to ensure the safety and well-being of workers. Based on the research conducted, several activities were found to be carried out by the institution in order to reduce work accident rates in line with the existing K3 management implementation, such as the implementation of K3 management at the Class B Search and Rescue Office in Nias, which includes developing clear and comprehensive K3 policies. This policy covers all aspects related to worker safety and health, including the identification of potential risks, preventive measures, and emergency procedures (Ekrami et al., 2024).

After the policy is established, the institution provides training to the team of workers. This training includes understanding potential risks at the Class B Search and Rescue Office in Nias, ways to avoid accidents, and actions to take in emergency situations. Workers also need to be educated on the use of Personal Protective Equipment (PPE) and other work equipment (Zabidi et al., 2022). The Class B Search and Rescue Office in Nias conducts routine evaluations of working conditions and identifies whether there are any changes or increased risks that need to be addressed. This may involve data collection, field inspections, and involving workers in the risk assessment process.

Furthermore, the Class B Search and Rescue Office in Nias ensures that the work environment meets applicable K3 standards. This includes physical conditions such as good ventilation, safe layouts, and other K3 facilities. Work equipment must also be regularly maintained and tested to ensure that they function properly and are safe to use. In the event of accidents or incidents, the Class B Search and Rescue Office in Nias has clear emergency procedures. This involves incident identification and reporting, first aid actions, and investigations to prevent similar incidents in the future (Giménez et al., 2024).

Based on the interview analysis, the researcher draws the following conclusions:

1. The implementation of K3 for occupational safety and health at the Class B Search and Rescue Office in Nias starts from the use of PPE during SAR operations to supervision and audits. K3 implementation has also been well executed through periodic evaluations, training, and risk identification (Odonkor & Sallar, 2024).
2. Work accidents occurring during field duties are unforeseen events during work. Workers at the Class B Search and Rescue Office in Nias tend to experience minor injuries or minor wounds during field tasks. When work accidents occur, the Class B Search and Rescue Office in Nias takes full responsibility for the workers who have experienced work accidents during SAR operations and allows them to return to their activities.
3. Health insurance for workers who experience work accidents while carrying out duties at the workplace or in the field is provided by the Social Security Administration (BPJS) and the Class B Search and Rescue Office in Nias budget allocation (Bergman Bruhn et al., 2023).
4. The use of Personal Protective Equipment (PPE) is crucial for personnel when conducting SAR operations in the field to protect workers from the risk of injury or work accidents. The use of PPE is also a priority in maintaining the safety and health of workers. PPE is important for workers for several main reasons: Health Protection, Safety Protection, Increased Productivity, Accident and Injury Prevention, and Long-Term Health Maintenance (Cao et al., 2023).

The research findings demonstrate that the use of PPE is a critical step in ensuring the health and safety of workers in various industrial sectors (Ishengoma, 2024). It is important to provide

appropriate PPE in every workplace and to provide training to workers on how to correctly use the PPE. Here are some common types of K3 Personal Protective Equipment (PPE) used:

- a) Eye and Face Protection: Protective eyewear protects eyes from dust, chemicals, liquid splashes, and small particles.
- b) Face Shields: Provide additional protection for the face against larger chemical splashes or dust.
- c) Ear Protection: Earplugs or earmuffs protect ears from excessive noise in the workplace, such as around machinery or construction.
- d) Respiratory Protection: Respiratory masks protect the respiratory tract from dust, smoke, gases, and other particles that may harm health.
- e) Head Protection: Safety helmets protect the head.

4. CONCLUSION

The Based on the research conducted at the Class B Search and Rescue Office in Nias, it can be concluded that The implementation of Occupational Safety and Health Management (K3) at the Class B Search and Rescue Office in Nias has been well executed based on the existing Standard Operating Procedures (SOP), including conducting training, education, the use of Personal Protective Equipment (PPE), as well as supervision and audits, in order to achieve optimal results. The Class B Search and Rescue Office in Nias has carried out K3 implementation such as providing PPE and supplying first aid kits (P3K) to anticipate work accidents or occupational diseases. The institution also consistently reminds workers to always prioritize workplace safety by correctly using PPE before performing fieldwork.

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