

IDENTIFICATION OF CAUSING FACTORS FOR THE NON-APPLICATION OF SMK3 BASED ON ISO 45001 CLAUSES 6,7,8 AT PT X IN 2024

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ABSTRACT

Occupational Safety and Health Management is the process of controlling risk and creating a safe and productive work environment which is a component of the company's management system. Factors that hinder companies from implementing SMK3 in accordance with ISO 45001 are the lack of support from management to implement SMK3 and safety officers who are not competent in their fields. This study is a descriptive qualitative study where data collection is carried out directly on workers, in-depth interviews and filling out questionnaires, with a research sample of 18 respondents. The results of the study showed that the company had not implemented SMK3 based on ISO 45001, from the results of observations, interviews and filling out questionnaires. Respondents on average did not know more about SMK3, because safety officers did not socialize the K3 policy regarding SMK3 in accordance with ISO 45001. The company must conduct general K3 expert training and other training related to K3 for safety officers so that officers are competent, and provide more support from management and others so that SMK3 can be implemented in the company

Keywords: SMK3, ISO 45001

INTRODUCTION

Companies are required to implement SMK3 in accordance with Article 5 points 1-4 of the Government Regulation of the Republic of Indonesia Number 50 of 2012 concerning the Implementation of K3 Management. Industries operating in the mining, oil, and gas sectors have high risks to occupational health and safety. Companies that implement SMK3 are required to comply with government regulations and laws and follow international standards. In addition to government regulations, there are laws that contain K3 which have been used as national standards, such as Law No. 1 of 1970. The K3 Law is an important part of the organizational management process in companies. The main responsibility of the company contained in Law No. 1 of 1970 is to meet legal requirements (Law Number 1 of 1970). Workers play a very important role for the company without workers, the system in the company cannot run properly, however, in the process of carrying out their work they must face threats to occupational safety and health. Work accidents will hamper the production of goods and services, so that the progress of the production process will be disrupted if occupational health and safety are not guaranteed. Efforts to overcome the things that cause these losses, workers are required to pay attention to occupational safety in the workplace (Leony et al., 2022).

PT.X is engaged in the Construction sector, employs 100 or more people, and has a high risk of accidents. PT.X is a subsidiary of PT.Y. The appointment of K3 experts in general has also been regulated by laws and regulations in Indonesia. Specifically, it is stated that

companies that have 100 or more workers, and have a high risk of work accidents, are required to have competent K3 experts.

Therefore, the researcher wants to conduct a study related to the non-implementation of SMK3 according to ISO 45001:2018 Clauses 6,7,8 and obtained the title "Factors Causing the Non-Implementation of SMK3 Based on ISO 45001 Clauses 6,7,8 at PT. X in 2024".

METHODS

This type of research is descriptive qualitative research, namely the data collected is in the form of words, pictures, not numbers. According to Bogdan and Taylor, as quoted by Lexy J. Moleong, qualitative research is a research procedure that produces descriptive data in the form of written or spoken words from people and observed behavior. This study is to determine how important SMK3 is in the company, to achieve the desired results and reduce or even eliminate the number of work accidents and automatically increase profits for the company (Fadli, 2021) (Adlini et al., 2022).

The sample in this study were workers at PT. X. Sampling is based on inclusion criteria and calculations using the simple size formula, 18 workers were obtained who would be the research sample from the entire population of 60 workers.

Description (Dodi Sukma R.A, Hardianto and Heleni Filtri, 2021):

n = Sample size/number of respondents

N = Population size

E = Percentage of tolerance for sampling error accuracy that can still be tolerated;

E value = 0.1 (10%) for large populations

RESULTS AND DISCUSSION

Based on interviews and questionnaires conducted by researchers with respondents at PT.X. Information was obtained that workers at PT.X still do not know what the topic of discussion of this research is regarding SMK3 based on ISO 45001 Clauses 6,7,8. From 18 respondents interviewed, the results showed that respondents did not understand SMK3 based on ISO 45001 Clauses 6,7,8 because the information received by respondents regarding SMK3 based on ISO 45001 Clauses 6,7,8 was very minimal, so that respondents did not care too much and paid attention that SMK3 was important in a company.

This is proven by the results of the questionnaire obtained from respondents, from 18 respondents who filled out the questionnaire, on average the answers they filled in were less familiar with SMK3 based on ISO 45001 Clauses 6,7,8. And reinforced by the results of observations, that several things were obtained concerning the non-implementation of SMK 3 at PT.X.

1. Safety Officer is not competent in his field

There is a safety officer at PT.X who has not been certified as a general K3 expert and has a low K3 commitment, so that the ability to identify potential risks in the work environment is not in accordance with SMK3.

2. There is no K3 program

Programs that should be run by K3 officers, for example, are related to fire emergency response, emergency response to handling hazardous and toxic waste (B3), provision of training/training related to each competent job. But at PT. X has not created programs related to K3 so that there are no programs being run and there is a lack of support from the relevant management.

3. There is no K3 policy

PT. X is a subsidiary of PT. Y which has a K3 policy that has been previously made, K3 officers socialize the K3 policy but not entirely to workers working at PT.X. in implementing the K3 policy is hampered by several factors such as lack of understanding from K3 officers, lack of support from management and from the workers themselves.

4. Planning (Actions to address risks and opportunities are absent, quality objectives and planning are absent)

In a K3 target planning determines risks and opportunities to prevent and reduce undesirable impacts including potential quality, environmental and K3 conditions.

5. Support (Resources, Competence, Awareness, Communication, Documented)

In ISO 45001 clause 7 Ensure that people are competent on the basis of education, training, and experience. The actions of an K3 officer are to conduct internal or external training related to the work being done.

6. Operation (Planning and final control, Changes in environmental management, Emergency response) None.

In ISO 45001 Clause 8 emergency preparedness and response must be formed in an organization involving several workers and socialized with emergency response exercises in unsafe conditions when taking action to prevent or overcome the consequences of an emergency situation, according to the magnitude of the emergency and potential environmental impacts.

CONCLUSIONS

Factors that cause the non-implementation of SMK 3 based on ISO 45001 Clause 6,7,8 at PT.X. namely Based on the assessment of several aspects of safety, both unsafe action and unsafe condition, workers do not know about it and also related to storage, placement of oil/waste places are not in accordance with SOP. Planning related to K3 and equipment certification, worker training according to their work has not been certified, there are no safety signs installed in the work area and also evacuation routes to find out the direction of evacuation when a disaster or the like occurs.

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