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# FYI



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# Burnout



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# Executive Director's Note

*Assalamualaikum W. B. T.*

The country has undergone two years of battling with COVID-19 (2020 – 2021) causing serious lapse in the country's development. We all can be proud of the government which has addressed this pandemic successfully and focused its resources on rebuilding the national growth vitality towards recovery and regeneration. The Rancangan Malaysia ke-12 (RMK12) was tabled by the Hon. Prime Minister of Malaysia on the 27th September 2021 which determined the direction to be pursued by the country in its endeavours to achieve the desired developmental plan along with instilling the spirit of Malaysian Family and prosperity for all. At NIOSH, we are gathering momentum to continue implementing the initiatives under the five core activities to gain the lost ground due to the lockdown and accelerate business recovery. Addressing the current eco-system relating to health and safety in the country, the institute focuses on strategies to enhance the national safety and health systems to build the resilience of the workforce through imbining knowledge skills needed to support the economic reconstruction. The pandemic has behaved as a blessing in disguise by opening new opportunities towards enhancing the role of NIOSH as a training Institute to provide advisory and consultancy services to manage safety and health at the workplace to ensure against the recurrence of the pandemic with similar intensity. The strategic direction and objectives developed under the plan entails an opportunity for NIOSH to actively support and pursue the government's mission, paving way for greater stakeholder values.



Haji Ayop Salleh  
Executive Director  
NIOSH

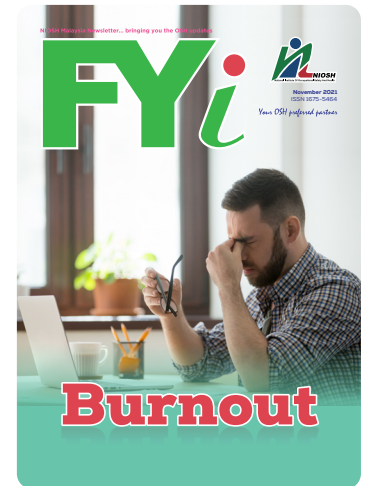
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# Occupational Burnout in the COVID-19 Era: Recognizing Signals and the Intervention Program

Article written by:  
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The worldwide as Coronavirus disease 2019 (COVID-19) that has been declared as a pandemic in March 2020 by the World Health Organization (WHO) had caused changes in how living our lives previously, causing various issues such as mental, financial, and social disturbances. The new coronavirus rapidly spread across Asian countries and subsequently all around the world within a month of its onset. Malaysia announced the first three cases of SARS-CoV-2 infection on 25 January 2020. On 17 March 2020, the number of confirmed cases in Malaysia had reached 673; this is also the date when the first two fatalities were reported. Subsequently, the country implemented a nationwide movement control order (MCO) to curb the outbreak on 18 March 2020. These MCO measures encompassed restrictions on movement, assembly, and international travel, and mandated the closure of business, industry, government, and educational institutions to curb the spread of SARS-CoV-2, the virus that causes COVID-19. Until today, this MCO has been slowly relaxed by phases with the adoption of new normal in our daily lives.

Several studies had reported the impact of this pandemic, such as anxiety, depression, stress, and burnout.

## 1) What is burnout?

The “burnout syndrome” has been defined as a combination of emotional exhaustion, Depersonalization, and reduced personal accomplishment caused by chronic occupational stress. The burnout concept was first described in the 1970s and was originally referred to as a reaction to interpersonal stressors on the job. This syndrome is described in the International Classification of Diseases (ICAD) 11th edition “as a syndrome of

emotional exhaustion, depersonalization, and reduced personal accomplishment that can occur among individuals who work with people in some capacity“. Exhaustion occurs as a result of one’s emotional demands. Depersonalization refers to a cynical, negative, or detached response to care recipients/patients. The reduced personal accomplishment refers to a belief that one can no longer work effectively with clients/patients/care recipients. Contrary to a popular understanding, burnout can be found also from outside human service professions. However, burnout still may be a greater problem in occupations where employees are more in interaction with other people (clients, customers, etc.) Rather than dealing with things and information.

## 2) Symptoms and signals of burnout

Burnout has been often mistaken for stress. Despite the symptoms may be quite similar, important distinctions should be made. Stress can intensify burnout but is not the main cause of burnout. Although employees experience stress because of long work schedules, shift work, or general workload, they may not experience burnout. In addition, stress symptoms may be more physical rather than emotional. The opposite holds true for burnout. The stress produced urgency and hyperactivity. Burnout, on the other hand, produced helplessness. Emotions associated with stress are over-reactive, those associated with burnout are blunter.

Burnout has also similar symptoms as specific mood disorders. However, some differences do exist. Depression, for instance, may extend over every life domain (e.g., work, family, leisure). Burnout, however, is specific to work context. Another somewhat

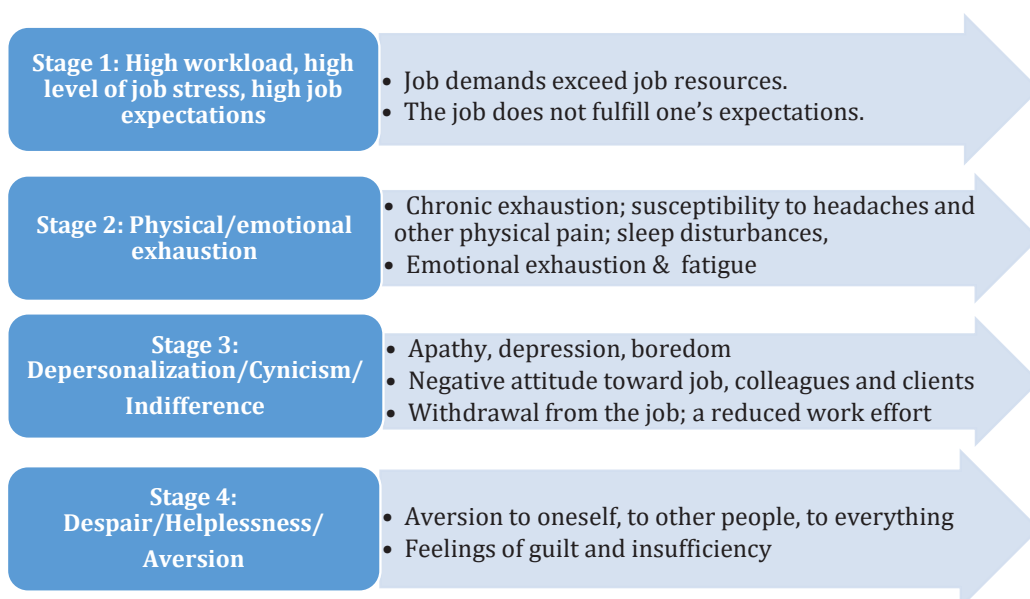


Fig. 1 Stages of burnout syndrome

Level	Cognitive Signs	Affective Signs	Behavioural Signs	Motivational Signs	Physical Signs
Individual	<ul style="list-style-type: none"> <li>• Helplessness/loss of meaning and hope</li> <li>• Feelings of powerlessness/feelings of being “trapped”</li> <li>• Sense of failure</li> <li>• Poor self-esteem</li> <li>• Guilt</li> <li>• Suicidal ideas</li> <li>• Inability to concentrate/forgetfulness/difficulty with complex tasks</li> </ul>	<ul style="list-style-type: none"> <li>• Depressed mood/changing moods</li> <li>• Tearfulness</li> <li>• Emotional exhaustion</li> <li>• Increased tension/anxiety</li> </ul>	<ul style="list-style-type: none"> <li>• Hyperactivity/impulsivity</li> <li>• Increased consumption of caffeine, tobacco, alcohol, illicit drugs</li> <li>• Abandonment of recreational activities</li> <li>• Compulsive complaining/denial</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of zeal/loss of idealism</li> <li>• Resignation</li> <li>• Disappointment</li> <li>• Boredom</li> </ul>	<ul style="list-style-type: none"> <li>• Headaches</li> <li>• Nausea</li> <li>• Dizziness</li> <li>• Muscle pain</li> <li>• Sleep disturbances</li> <li>• Ulcer/ gastric intestinal disorders</li> <li>• Chronic fatigue</li> </ul>
Interpersonal	<ul style="list-style-type: none"> <li>• Cynical and dehumanizing perceptions of clients/service recipients/patients</li> <li>• Negativism / pessimism with respect to clients / service recipients / patients</li> <li>• Labelling recipients in derogatory ways</li> </ul>	<ul style="list-style-type: none"> <li>• Irritability</li> <li>• Being oversensitive</li> <li>• Lessened emotional empathy with clients/service recipients/patients</li> <li>• Increased anger</li> </ul>	<ul style="list-style-type: none"> <li>• Violent outbursts</li> <li>• A propensity for violent and aggressive behavior</li> <li>• Aggressiveness toward clients/service recipients / patients</li> <li>• Interpersonal, marital, and family conflicts</li> <li>• Social isolation and withdrawal</li> <li>• Responding to clients/service recipients/patients in a mechanical manner</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of interest</li> <li>• Indifference with respect to clients / service recipients / patients</li> </ul>	
Organization	<ul style="list-style-type: none"> <li>• Cynicism about work role</li> <li>• Distrust in management, peers, and supervisors</li> </ul>	<ul style="list-style-type: none"> <li>• Job dissatisfaction</li> </ul>	<ul style="list-style-type: none"> <li>• Reduced effectiveness / poor work performance / declined productivity</li> <li>• Turnover</li> <li>• Increased sick leave/absenteeism</li> <li>• Being over-dependent on supervisors</li> <li>• Increased accidents</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of work motivation</li> <li>• Resistance to go to work</li> <li>• Low morale</li> </ul>	

Fig 2: Signs of Burnout at Individual, Interpersonal and Organisational Levels

related, but different disorder, is post-traumatic stress disorder (PTSD). PTSD is “caused by the exposure to a traumatic event or extreme stressor that is responded to with fear, helplessness, or horror”. Burnout, on the other hand, is caused mainly by interpersonal and emotional stressors in the workplace and is characterized by different reactions (e.g., exhaustion).

Most researchers agree that burnout does not occur “overnight” but rather a result of a prolonged process that may last even for years. The basic aspects of the burnout process can be presumed in figure 1 (Stages of burnout syndrome).

### 3) Consequences of burnout

Organizations often have a belief that burnout is a problem only for the individual managers/supervisors frequently have the opinion that “if you’re feeling burned out, then it is you who has a problem”. However, the consequences can be noticed also in the whole work environment.

One of the most salient negative organizational consequences of burnout reduces job performance. Employees who are experiencing burnout are less productive and effective. They may, on the one hand, perform worse at the officially required work outcomes and behaviours. On the other hand, they may as well be less willing to help colleagues and maybe losing their concern for the organization. Burnout is also associated with lower job satisfaction, reduced organizational commitment, and a higher intention to leave the job. Interestingly, burnout may even be “contagious”. Employees suffering from burnout may more likely start conflicts with colleagues and disrupt joint work tasks. Therefore, also colleagues are at higher risk for experiencing burnout. Maslach and Leiter (1997) also point out the fact that burnout leads in the first place to higher costs and

financial losses because of higher absenteeism rates and more frequent sick leaves. In addition, studies found that especially the emotional exhaustion dimension of burnout leads to negative organizational outcomes.

The emotional exhaustion dimension of burnout is, on the other hand, also strongly related to negative outcomes for the individual. Exhaustion is particularly associated with health problems, reduced well-being, and various forms of substance abuse. Burnout is also likely to deteriorate someone’s mental health. Some of the negative effects are feelings of anxiety, depression, and loss of self-esteem. At the interpersonal level, a burned-out employee may, on the one hand, exhibit violent behaviour or on the other hand, adopt social isolation and withdrawal behaviour. Another thing is salient at an interpersonal level where the clients/service recipients/patients are being treated “as objects” not as human beings. At an organizational level, burnout is first and foremost characterized by reducing effectiveness, poor work performance, and minimal productivity.

### 4) Prevention/intervention program on burnout

There are several approaches and training programs regarding prevention, early recognition, and the management of burnout situations. Prevention is the concept referrers to the principal burnout characteristics: exhaustion, depersonalization, decreasing work efficiency and productivity. These characteristics are derived from the main stress factors identified in the workplace. Prevention is based on the factors that generate and promote health and mental health at the workplace. These programs can either be person-directed, organization-directed or combined (both person and organization directed). Person directed intervention programs are usually cognitive-behavioural

measures such as psychotherapy, counselling, adaptive skill training, communication skill training, social support, exercises for relaxation, whereas organization directed interventions are usually a change in the work procedures (for example, task restructuring, work evaluation, and supervision aimed at decreasing job demands, increasing job control or the level of participation on making decisions). Amongst the activities that can be organised within an organization are:

- Organizational, changing organizational practices
- Training supervisors & managers
- Change shift work systems & introduce vacations
- Support or training to improve skills or job roles
- Training for better coping – stress management intervention
- Counselling & therapy
- Exercise & relaxation

### Conclusion

The effectiveness of burnout prevention at work depends on some management measures. Good preventive measures are implemented at the managerial level. Managers can observe early signs of burnout in employees and/or the existence of

specific stressors of burnout in a workplace environment. Therefore, they can prevent the development of burnout among the organization's employees. Many of the early intervention strategies generate also preventive/protective effects. Finally, since the manager can recognize the signs of advanced stages of burnout, intervention may depend on his knowledge and ability to involve the experts.

A prevention program can focus on:

- eliminating, reducing or counteracting stress factors of working environment
- development of values in organizational culture
- development of attitudes and rewarding relationships
- development of effective social support
- modelling, programming, and resource planning
- consultation with employees
- employee participation in decisions making concerning changes
- Custom fitting and comfortable workplace (ergonomics intervention programme).



## Hilang Upaya Pendengaran Menguasai Penyakit Pekerjaan

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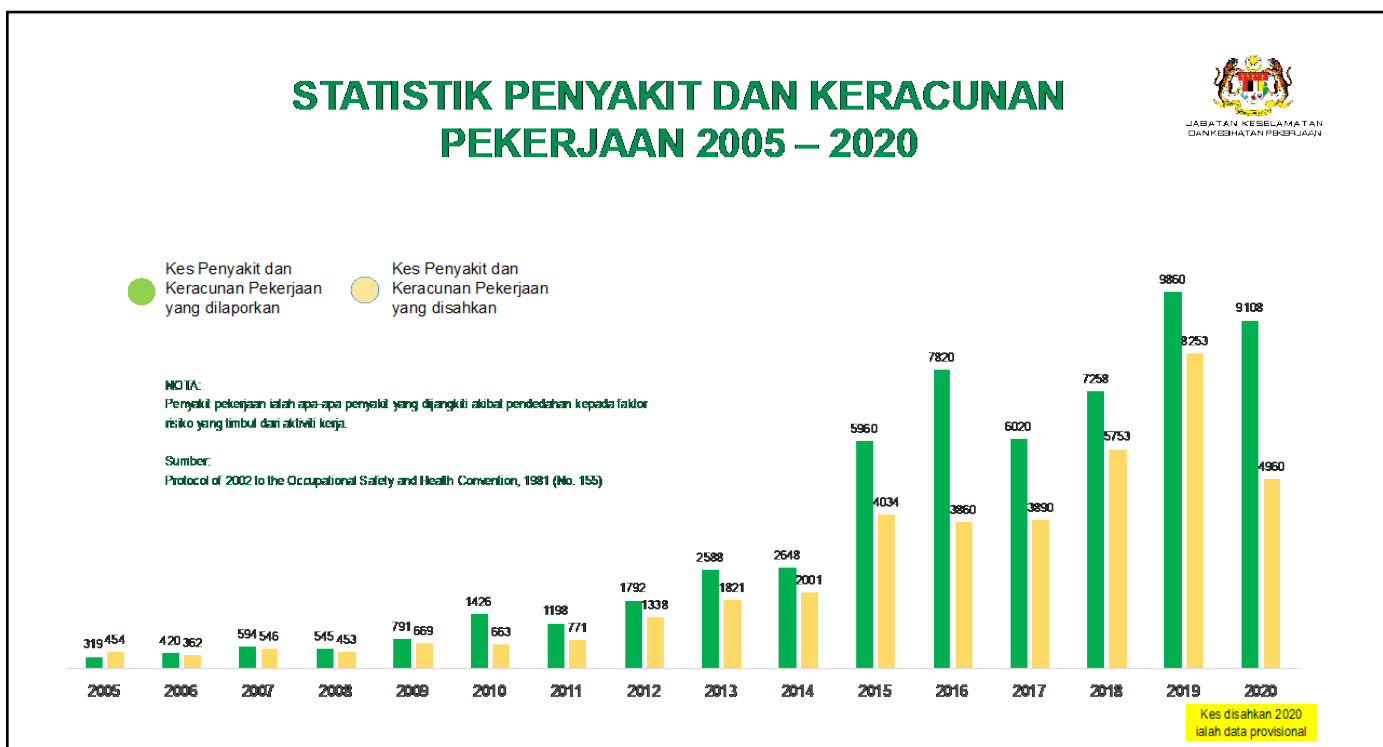


Penyakit pekerjaan ialah apa-apa penyakit yang berlaku disebabkan oleh pendedahan kepada faktor risiko yang timbul daripada aktiviti kerja. Berdasarkan statistik yang dikeluarkan oleh JKKP, terdapat peningkatan ketara iaitu sebanyak 53% ke atas jumlah pelaporan penyakit dan keracunan pekerjaan daripada 5960 kes yang dilaporkan pada tahun 2015 kepada 9108 pada tahun 2020 (Rajah 1). Ini sekaligus menunjukkan indikator prestasi utama di bawah Pelan Induk Keselamatan dan Kesihatan Pekerjaan Negara terdahulu (OSHMP2020) yang mensasarkan 30% peningkatan kesedaran melaporkan penyakit dan keracunan penyakit telah dicapai. Keadaan ini selaras dengan peningkatan 124% bilangan Doktor Kesihatan Pekerjaan (OHD) berdaftar iaitu daripada 483 pada tahun 2011 kepada 1080 orang pada tahun 2020. Ini kerana, Doktor Kesihatan Pekerjaan memainkan peranan yang sangat penting dalam mengenal pasti kes-kes membabitkan penyakit dan keracunan yang dialami pekerja berpunca daripada aktiviti dan persekitaran di tempat kerja mereka. Di samping itu, peningkatan pelaporan ini juga berkemungkinan didorong oleh peningkatan kesedaran di kalangan majikan dan pengamal keselamatan dan kesihatan pekerjaan untuk melaporkan kes-kes penyakit dan keracunan di tempat kerja. Ini digiatkan lagi melalui hasil usaha secara bersinergi melibatkan semua pemegang taruh termasuk kerajaan, majikan, pengamal KKP, persatuan dan badan bukan

kerajaan yang berkaitan.

Di Malaysia, hilang upaya pendengaran masih mendominasi penyakit pekerjaan selama 5 tahun berturut-turut kebelakangan ini dengan mencatatkan jumlah kes yang dilaporkan sebanyak 7941, iaitu 87% daripada keseluruhan kes pada tahun 2020 seperti yang ditunjukkan dalam Jadual 1 .

Langkah yang proaktif telah diambil oleh pihak JKKP selaku agensi utama kerajaan Malaysia dengan menggubal Peraturan-peraturan Keselamatan dan Kesihatan Pekerjaan (Pendedahan Bising ) 2019 dengan meminda had pendedahan bising, menetapkan standard yang baharu untuk mengawal pendedahan bising berlebihan kepada pekerja di tempat kerja dan memperluaskan lagi skop Peraturan semasa dengan melibatkan kesemua sektor di bawah Akta Keselamatan dan Kesihatan Pekerjaan 1994 (Akta 514). Peraturan ini telah diwartakan pada 1 Jun 2019. Peraturan-Peraturan ini adalah untuk menggantikan Peraturan-Peraturan Kilang dan Jentera (Pendedahan Bising) 1989 yang hanya memberi fokus kepada sektor pengilangan. Di samping itu, bagi memenuhi keperluan di bawah Peraturan-Peraturan tersebut, Tataamalan Industri (ICOP) bagi Pengurusan Pendedahan Bising Pekerjaan dan Pemuliharaan Pendengaran 2019 telah diterbitkan oleh pihak JKKP bertujuan untuk memberikan panduan praktikal kepada



Rajah 1: Statistik penyakit dan keracunan pekerjaan 2005-2020 (Sumber: JKKP Malaysia)

majikan, pekerja dan pengamal keselamatan dan kesihatan pekerjaan (KKP) bagi mengenalpasti bising berlebihan, menjalankan penaksiran risiko dan melaksanakan langkah kawalan bagi mengurangkan pendedahan bising di tempat kerja.

Tahun 2020 juga menyaksikan peningkatan drastik kes penyakit pekerjaan disebabkan oleh Agen Biologi iaitu 583 pada tahun 2020 berbanding 47 kes pada tahun 2019. Ini mungkin disebabkan oleh pandemik COVID-19 yang mencetuskan kluster di tempat

kerja. Namun begitu, jumlah pelaporan penyakit dan keracunan pekerjaan yang memerlukan pengumpulan bukti berkaitan kesan atau impak negatif dalam badan (dikenali sebagai tempoh pendam) masih rendah berikutan bagi segelintir pesakit, tempoh pendam hanya mengambil masa 2-3 tahun, sementara bagi yang lain mungkin mengambil masa sehingga puluhan tahun. Faktor sebegini adalah di antara cabaran yang dihadapi dalam proses membuat diagnosis, merekod, menganalisis dan mengambil tindakan lanjut terhadap kes penyakit pekerjaan.

Bil	Penyakit dan Keracunan Pekerjaan Dilapor (mengikut Penyakit)	2016	2017	2018	2019	2020
i	Penyakit Paru-paru Pekerjaan	150	95	122	101	134
ii	Penyakit Kulit Pekerjaan	68	94	242	137	80
iii	Hilang Pendengaran disebabkan Kebisingan Pekerjaan	7,173	4,201	6,398	8,997	7,941
iv	Masalah Tulang-Otot Pekerjaan	260	150	257	408	237
v	Penyakit disebabkan Keracunan Pekerjaan	91	83	165	97	110
vi	Penyakit disebabkan Agen Fizikal	2	11	3	9	4
vii	Penyakit disebabkan Agen Biologi	46	27	30	47	583
viii	Kanser Pekerjaan	1	2	1	5	1
ix	Penyakit Psikososial Pekerjaan	1	4	0	11	3
x	Lain-lain Penyakit Pekerjaan	14	5	7	9	9
xi	Bukan Penyakit Pekerjaan	14	24	33	39	6
	<b>Jumlah</b>	<b>7,820</b>	<b>6,020</b>	<b>7,258</b>	<b>9,860</b>	<b>9,108</b>

Jadual 1: Bilangan penyakit dan keracunan pekerjaan dilaporkan mengikut jenis penyakit

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**MAKLUMAN**

**KELAYAKAN NIOSH SEBAGAI INSTITUSI LATIHAN YANG DILULUSKAN DI BAWAH SKIM GALAKAN POTONGAN CUKAI DUA KALI**

Kementerian Kewangan meluluskan NIOSH sebagai sebuah "Institusi Latihan Yang Diluluskan" selaras dengan Kaedah-Kaedah Cukai Pendapatan (Potongan Untuk Latihan Yang Diluluskan) 1992.

Syarikat yang menghantar pekerja mengikuti latihan di NIOSH adalah layak diberi potongan cukai pendapatan dua kali ke atas perbelanjaan yang dilakukan.

Kelulusan ini berkuatkuasa mulai tahun taksiran 2019 hingga tahun taksiran 2023.

Kursus yang diluluskan untuk pemotongan cukai dua kali ialah :

1. Pegawai Keselamatan dan Kesihatan (SHO),
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## Pelan Pemulihan Bisnes Pasca Perintah Kawalan Pergerakan (PKP)

Article written by:

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Ketika organisasi masih mengharungi krisis COVID-19 yang berterusan, terdapat beberapa isu utama yang harus difikirkan oleh pihak pengurusan, serta langkah yang boleh diambil untuk menghadapi tindak balas terhadap 'kejutan' bisnes yang teruk dihadapi sekarang. Pada masa yang sama juga pihak pengurusan perlu membentuk semula bisnes mereka dan merancang untuk pemulihan.

Merujuk kepada Harsha (EY Asia-Pacific), telah menggariskan lima keutamaan yang perlu dipertimbangkan oleh pihak pengurusan atau pemimpin bisnes. Lima keutamaan ini adalah berdasarkan perspektif dan pengalaman dari negara China dan negara lain di Asia yang merupakan negara terawal menerima jangkitan COVID-19.

Berikut merupakan lima perkara yang dicadangkan:

1. Utamakan keselamatan orang ramai dan penglibatan berterusan dengan menyediakan ruang anjal bekerja seperti polisi bekerja dari rumah. Selain itu membangunkan prosedur norma baharu COVID-19 bagi mengawal jangkitan di tempat kerja.

2. Bentuk semula strategi untuk kesinambungan bisnes untuk jangka pendek dan panjang.
3. Berkomunikasi dengan pihak pemegang taruh dan berkepentingan yang berkaitan.
4. Memaksimumkan penggunaan dasar sokongan kerajaan seperti sokongan dana, sumber dan infrastruktur.
5. Bina daya tahan sebagai persediaan menghadapi norma baharu.

Oleh itu rancang untuk pemulihan dari sekarang jangan bertangguh. Ini kerana krisis COVID-19 ini belum nyata berakhir. Walau bagaimanapun krisis yang berlaku ini terdapat banyak pengajaran yang boleh dipelajari. Dikala ujian berlaku terdapat peluang yang muncul.

Cumanya organisasi perlu tangkas membentuk semula strategi bisnes dan operasi untuk berkembang maju pada masa hadapan!



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PENCAPAIAN MAKMAL OSHECT 2020

Pembangunan Pusat Penilaian Hazard dan Teknologi Kawalan KKP (OSHECT) terdiri daripada 13 makmal yang berteknologi tinggi iaitu Makmal Analisa Bahan Kimia Berbahaya kepada Kesihatan (CHL), Makmal Pengurusan Kesihatan Pekerjaan Bersepadu (OHL), Makmal Pengesanan Peralatan Perlindungan Pernafasan (DML), Makmal Pengesanan Peralatan Pengawasan Jauh (FPEL), Makmal Simulasi Interaktif Peralatan Perlindungan Peribadi (PSL), Makmal Pengujian Hidrostatik (HRL), Makmal Penentuan Alat Penguji Gas (GCL), Makmal Ergonomik Persekitaran (EEL) dan Makmal Ergonomik Manusia (HGL), Makmal Penentuan Perilahan Simulasi (SECL), Makmal Kejuruteraan Forensik (FEL), Makmal Pengesanan Peralatan Perlindungan Pernafasan (DML) dan Makmal Toping Muka & Perubatan (FMML).



Industri pengajian/penyelidikan dan pengamal KKP kerjasama dengan NIOSH dalam mendapatkan maklumat, rujukan dan bantuan ke arah pematuhan perundangan berkaitan KKP

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AYER KEROH, MELAKA

INCLUSIVE 6% SST

[www.niosh.com.my](https://www.niosh.com.my)



RANCANG HARTA, ELAK SENGKETA

1

Punca Harta Pusaka Sukar Diwarisi



- Permuafakatan/ tiada masa.
- Prosedur tuntutan harta.
- Pertelingkahan antara waris/ penjamin.
- Bebanan kos.

2

Kesan Tidak Menguruskan Harta



- Waris memakan harta secara batil/ haram.
- Hutang si mati tidak dijelaskan.
- Wasiat terbiar.
- Bilangan waris semakin ramai.
- Waris bergaduh.
- Harta pusaka terbiar.
- Urus niaga tanah tidak dapat dijalankan.

3

Apa Yang Perlu Saya Lakukan?



- Lantik wasi/ pentadbir.
- Persediaan proses tuntutan.
- Rancang pembahagian aset.

Dan janganlah kamu makan (atau mengambil) harta (orang-orang lain) di antara kamu dengan jalan yang salah, dan jangan pula kamu menghulurkan harta kamu (memberi rasuah) kepada hakim-hakim kerana hendak memakan (atau mengambil) sebahagian dari harta manusia dengan (berbuat) dosa, padahal kamu mengetahui (salahnya).

(Al-Baqarah 2: 188)



Rujukan:  
Wasiyyah Shoppe Berhad  
+603-7680 2000  
[telewasiyyah@wasiyyahshoppe.com.my](https://www.wasiyyahshoppe.com.my)

UNIT INTEGRITI DAN GOVERNANS (IGU) & BAHAGIAN SUMBER MANUSIA (HRD)

## Aktiviti



7 November 2021

Sambutan Hari Keluarga Malaysia 2021 di Taman Botani Perdana. Anjuran Lembaga Penduduk dan Pembangunan Keluarga Negara (KPPKN)



21 November 2021.

Wawancara MyDIGITAL oleh Kementerian Komunikasi dan Multimedia Malaysia (KKMM) bersama En. Khairunnizam bin Mustapa dan En. Baderin bin Osman.



15 November 2021

Program Hari Keselamatan dan Kesihatan di Malaysian Agricultural Research and Development Institute (MARDI).



11 November 2021

Lawatan TNB GenCo ke NIOSH Bangi

# Lembaran baharu buat Kapit

Information Dissemination Division (IDD)  
 NIOSH  
 idd@niosh.com.my



Bahagian Kapit (yang dahulunya dikenali sebagai bahagian Ketujuh) merupakan kawasan selepas bahagian Sibul. Kapit merangkumi daerah Kapit, Belaga, Song dan Bukit Mabong. Keempat-empat daerah ini ditadbir oleh Majlis Daerah Kapit. Majoriti penduduk Kapit terdiri daripada kaum Iban dan diikuti kaum Cina dan Melayu.

Bandar Kapit sendiri terletak di tepi sungai Rajang. Bandar ini boleh dihubungi melalui sungai menggunakan perkhidmatan bot ekspres dan jalan darat dari bandar Sibul. Tempat yang strategik ini telah membuka lembaran baru kepada rakyat di sini apabila adanya pejabat Institut Keselamatan dan Kesihatan Pekerjaan Negara (NIOSH).

NIOSH yang merupakan institut di dalam bidang keselamatan dan kesihatan pekerjaan (KKP) akan memberi khidmat yang terbaik kepada penduduk Kapit dengan menawarkan pelbagai latihan, khidmat nasihat & rundingan serta program kesedaran. Secara tidak langsung juga pembukaan pejabat ini mampu memenuhi keperluan latihan KKP untuk tenaga kerja dalam projek mega seperti Empangan Hidroelektrik Baleh.

19 November 2021, secara rasminya berlangsung majlis pembukaan pejabat NIOSH Kapit oleh Datuk Seri Alexander Nanta Linggi, Menteri Perdagangan Dalam Negeri dan Hal Ehwal Pengguna, dan juga oleh Pengerusi NIOSH, Datuk Wilson Ugak Kumbong.

Oleh itu, sebarang pertanyaan lanjut boleh menghubungi pejabat NIOSH Kapit seperti alamat di bawah :

Pejabat NIOSH Kapit (SWRO)  
 Sublot 3688, Lot 1074, Block 13, Menuan Land District, 96800, Kapit Sarawak.  
 Telefon : 084796043  
 #staysafe #stayhealthy



## Aktiviti

# Sumbangan Pelitup Muka Dan Saliva Test Kit

Information Dissemination Division (IDD)  
NIOSH  
idd@niosh.com.my



Sempena majlis perasmian Pejabat NIOSH Wilayah Sarawak Cawangan Kapit, badan korporat turut sama menyumbang beberapa barangan untuk masyarakat di Kapit, Sarawak.

Pihak NIOSH ingin mengucapkan terima kasih kepada syarikat Honsin Apparel Sdn Bhd di atas sumbangan sebanyak 2500 pelitup muka model Proxmask90v; dan syarikat Medical Innovation Ventures Sdn Bhd ( Mediven) yang menyumbang sebanyak 500 unit kit uji sendiri model ProDetect COVID-19.

Pelitup muka dan kit uji sendiri COVID-19 ini telah disumbangkan kepada masyarakat di sekitar Pekan Kapit dan penduduk rumah panjang di Rumah Panjang Wong Ensong dan Rumah Panjang Jimbun di daerah Baleh, Kapit. Sumbangan ini sedikit sebanyak akan meringankan beban rakyat yang terkesan akibat COVID-19 terutamanya penduduk yang tinggal di kawasan pedalaman.

NIOSH amat berbesar hati dan berterima kasih kepada pihak Honsin Apparel Sdn Bhd dan Medical Innovation Sdn Bhd di atas keprihatinan dan tanggungjawab korporat mereka. NIOSH juga menggalakkan mana-mana syarikat korporat-korporat lain untuk bersama-sama membantu #KeluargaMalaysia yang terkesan mendepani cabaran pemulihan negara.



# Aktiviti

## Aktiviti-Aktiviti Sepanjang Bulan Oktober 2021



**WEBINAR**

**PEMERKASAAN AMALAN KESELAMATAN DAN KESIHATAN PEKERJAAN DI TEMPAT KERJA**  
01 NOVEMBER 2021 | 8.30AM - 5.30PM

Fee : RM 150

Platform :

019 - 231 6608 (secretariat)  
dl.tscd@niosh.com.my

**EN. MOHD ZAMRI BIN MOHAMED**  
(OSH PROFESSIONAL/TRAINER)

**REGISTER NOW**  
www.niosh.com.my/e-daftar/seminar-niosh

01/11

08/11

**WEBINAR**

**ELECTRICAL SAFETY AND RISK MANAGEMENT**

Date: 08 Nov 2021 (Monday)  
Time: 08.30am - 05.30pm  
Platform: Click Meeting

CERTIFICATE OF PARTICIPATION  
5 CEP POINTS (JKKP/2021/14/00300)

**FEE RM150.00**  
INCL 6% SST

**SPEAKER :**

**EN JASNI BIN ROSE**  
OSH PROFESSIONAL/TRAINER

**JOIN NOW**

FOR MORE INFO:  
019 - 231 6608 (secretariat seminar)  
dl.tscd@niosh.com.my

REGISTER NOW AT WWW.NIOSH.COM.MY → E-DAFTAR → SEMINAR NIOSH

09/11

**BASIC SAFE HANDLING OF FORKLIFT TRUCK**  
9-10 November 2021

This course is valid for :  
Workers who have minimum of 3 months in forklift operation

Course fee : RM 901.00

To register, please scan

SCAN ME

**NIOSH Pejabat Wilayah Selatan (Johor Bahru)**,  
No. 10, Jalan Persiaran Teknologi, Taman Teknologi Johor, 81400 Senai, Johor

11/11

**ONLINE REGISTRATION**  
<https://edafar.niosh.net.my>

**WEBINAR A GUIDE TO SCAFFOLD**

**TS. MUAZAN BIN MOHAMAD**  
COMPETENT PERSON (SCAFFOLDING)

**MOHAMAD NAZIMAN BIN NAZIRUDDIN**  
COMPETENT PERSON (SCAFFOLDING)

PLATFORM :

DATE : 15 NOV 2021 (ISININ)  
TIME : 08.30AM - 05.30PM

Fee : RM 150

For More Info, Contact Us :  
019-231 6608  
dl.tscd@niosh.com.my

11/11

15/11

**BUAL BICARA KKP**  
Bersama JKPP dan NIOSH

**Occupational Health Doctor (OHD) : Challengers & Opportunities**

**MODERATOR**  
Pn. Buzita Shariff  
Pengarah Bahagian dan Pemandu Operasi Keselamatan dan Kesihatan Pekerjaan (JKPP) KKP

**PANEL**  
Dr. Ahmad Fitri bin Abdullah Hair  
Gagasan dan Pemikiran, Pengarah Keselamatan dan Kesihatan Pekerjaan (JKPP) KKP

**LIVE 11.00am - 12.00pm**  
11/11/2021  
[www.facebook.com/nioshmalaysia](https://www.facebook.com/nioshmalaysia)

**WEBINAR**

**BACK INJURY PREVENTION**

11 Nov 2021 (Thursday)  
08.30am - 05.30pm  
Click Meeting

**FEE RM150.00**  
INCL 6% SST

**SPEAKERS:**

**AHMAD SYAZRIN MOHAMMAD**  
NIOSH

**ASSOC. PROF. DR. ANUAR BIN SUUN**  
OSH TRAINER/LECTURER

**WHO SHOULD ATTEND**

- SAFETY PERSONNEL/MANAGER
- SUPERVISOR
- OSH PRACTITIONERS
- SAFETY AND HEALTH COMMITTEE MEMBERS

**FOR MORE INFO:**  
019 - 231 6608 (secretariat seminar)  
seminar@niosh.com.my

**REGISTER NOW!**  
www.niosh.com.my

15/11

**SAFETY COMPETENCY ON HEAVY MACHINERY**

A COMPARISON STUDY BETWEEN THE IMPORTANCE AND PRACTICES FROM SITE SUPERVISOR PERCEPTIONS

**15 NOV MONDAY**  
3.30-4.00PM

**MOHD ATIF BIN SHOLEHUDDIN**  
APPLIED RESEARCH

[www.hptn2021.my](http://www.hptn2021.my)

**ONLINE SEMINAR**

**HIRARC IMPLEMENTATION**  
THE CHALLENGES DURING THE PANDEMIC

30 NOVEMBER 2021 // SELASA  
\* 8 - 10 MALAM *Edisi Malam*

**Yuran penyertaan: RM53 shj.**

**WEBINAR ON INTEGRATED APPROACH ON SOLVING OSHE ISSUES AT THE WORKPLACE**

Date : 25 Nov 2021 (THURSDAY)  
Time : 08.30am-05.30pm

✓ Certificate of Participation  
✓ CEP Points (as per DOSH Guidelines)

Fee : RM 53 (inclusive of 6% SST)

Who Should Attend?  
All OSHE Practitioners, Lecturers and Students

For More Info, Contact Us :  
019-231 6608  
dl.tcsd@niosh.com.my

30/11

30/11

30/11

**WEBINAR ON**

**"VOC Sampling Media : Development of Local Source Material"**  
&  
**"Asbestos in Brake Materials : Occupational Exposure and Disease Risk"**

DATE : 30 NOV 2021 (TUESDAY)  
TIME : 08.30AM-05.30PM

✓ Certificate of Participation  
✓ CEP Points (as per DOSH Guidelines)

Fee : RM 53 (inclusive of 6% SST)

Who Should Attend?  
All OSH Practitioners, Laboratory Personnel, Lecturers and Students

For More Info, Contact Us :  
019-231 6608  
dl.tcsd@niosh.com.my

**WEBINAR**

**ENHANCING SAFETY AND HEALTH COMMITTEE EFFECTIVENESS**

22 NOVEMBER 2021 // 8.30AM - 5.30PM

Fee : RM 150

✓ Certificate of Participation  
✓ CEP 5 Points (JKKP/2021/14/00307)

Platform : zoom

019-231 6608 (secretariat)  
dl.tcsd@niosh.com.my

**REGISTER NOW**  
www.niosh.com.my/e-daftar/seminar-niosh

PROF. MADYA DR. MOHD RAFAE BAHARUDIN  
DIRECTOR OCCUPATIONAL SAFETY AND HEALTH UPM

25/11

**OSH TALK (SHARING SESSION)**

Topik : **Pengukuhan Amalan Peraturan Kendiri Ditempat Kerja**

HJ ZAINAL BIN SAID  
Ketua Pengerang Pengarah Kanan, Bahagian Keselamatan Petroleum, JKKP Malaysia

**LIVE 11.00am - 12.00pm 25/11/2021**  
www.facebook.com/nioshmalaysia

22/11

**ONLINE SEMINAR**

**THE DANGERS OF NOISE**  
HOW MUCH DO YOU KNOW?

16 NOVEMBER 2021 // SELASA  
\* 08.00 - 10.00 MALAM

**Yuran penyertaan: RM53 shj.**

18/11

**SEMINAR ON SAFE WORK PRACTICES FOR WORKING AT HEIGHT**

**FEE RM160.00 INCL 6% SST**

18 Nov 2021 (Thursday)  
08.30am - 05.30pm

WIOSH Bandar Baru Bangi, Selangor

✓ CERTIFICATE OF ATTENDANCE  
✓ CEP POINTS (as per DOSH Guideline)

FOR MORE INFO:  
019-231 6608 (secretariat seminar)  
seminar@niosh.com.my

REGISTER NOW!  
www.niosh.com.my

17/11

**OSH TALK (SHARING SESSION)**

All you want to know about:  
**Managing fatigue at Work**

RAEYI BIN MD. ZEIN  
Technical Expert, Consultation, Research and Development Department (CRDD) NIOSH

**LIVE 11.00am - 12.00pm 17/11/2021**  
www.facebook.com/nioshmalaysia

16/11

# Memastikan tenaga kerja relevan evolusi teknologi

Bajet 2022 menasaskan 600,000 peluang pekerjaan untuk dicipta tahun depan, satu cabaran besar untuk ditarasilahkan Kementerian Sumber Manusia. Untuk bukan tugas mudah, mengambil kira negara masih mengalami kemunculan tenaga kerja lelaki dan perempuan (UR40) yang menyumbang 70 peratus pasaran tenaga kerja melalui evolusi. Wawancara BH, Suzalina Halim, Menteri Sumber Manusia, Datuk Seri M Saravanan, mengenai perancangan dalam konteks pasaran kerja negara untuk mendepani ketika dan menuju pemuliharaan.

Kementerian Sumber Manusia (KSM) akan memberi perhatian kepada tenaga kerja lelaki dan perempuan (UR40) yang menyumbang 70 peratus pasaran tenaga kerja melalui evolusi. Wawancara BH, Suzalina Halim, Menteri Sumber Manusia, Datuk Seri M Saravanan, mengenai perancangan dalam konteks pasaran kerja negara untuk mendepani ketika dan menuju pemuliharaan.

# Keperluan wujud akta khas melindungi pekerja gig diteliti

KSM akan mengkaji keperluan untuk mewujudkan akta khas melindungi pekerja gig diteliti. Menteri Sumber Manusia, Datuk Seri M Saravanan, berkata akta ini akan melindungi pekerja gig yang semakin meningkat dalam pasaran tenaga kerja.

Kementerian Sumber Manusia (KSM) akan mengkaji keperluan untuk mewujudkan akta khas melindungi pekerja gig diteliti. Menteri Sumber Manusia, Datuk Seri M Saravanan, berkata akta ini akan melindungi pekerja gig yang semakin meningkat dalam pasaran tenaga kerja.

# JKKP arah pesta ria dituntut

Kuala Lumpur: Tapak pesta ria (fun fair) yang terletak di belakang di Cheras, Kuala Lumpur, akan diarahkan untuk menjadi lebih selamat dan menarik. JKKP akan mengadakan pemeriksaan keselamatan di tapak tersebut.

Kuala Lumpur: Tapak pesta ria (fun fair) yang terletak di belakang di Cheras, Kuala Lumpur, akan diarahkan untuk menjadi lebih selamat dan menarik. JKKP akan mengadakan pemeriksaan keselamatan di tapak tersebut.

Kuala Lumpur: Tapak pesta ria (fun fair) yang terletak di belakang di Cheras, Kuala Lumpur, akan diarahkan untuk menjadi lebih selamat dan menarik. JKKP akan mengadakan pemeriksaan keselamatan di tapak tersebut.

Kuala Lumpur: Tapak pesta ria (fun fair) yang terletak di belakang di Cheras, Kuala Lumpur, akan diarahkan untuk menjadi lebih selamat dan menarik. JKKP akan mengadakan pemeriksaan keselamatan di tapak tersebut.

## NST - 131121 - ms14

### Mental health is essential for productivity

Mental health is essential for productivity. It is in these unexplored areas that the most significant gains can be made. The impact of positive psychology on performance and productivity is becoming increasingly clear. Leaders who understand the importance of mental health can create a more productive and resilient workforce.

## NST - 161121 - ms21

### Pain in the neck

The right adjustments can ensure working from home doesn't lead to health problems. Neck pain is a common issue for many people working from home. It is often caused by poor posture and lack of movement. Simple adjustments to your workstation and taking regular breaks can help prevent and relieve neck pain.

## Sinar - 021121 - ms23

### Pemandu maut, kereta rempuh lori bakul

Lori yang membawa muatan penuh kava bakul ini juga dibongkar mangsa di lokasi. Kejadian berlaku di Jalan Kajang, Kajang, Selangor. Pemandu kereta maut dan lori bakul terlibat dalam kemalangan. Pihak berkuasa sedang menyiasat kejadian ini.

## NST - 141121 - ms20

### Going back to school safely

Not masking. For added safety, just double mask. Convince them to wear the face mask at all times until they reach home. Always provide them with an extra face mask or two just in case they need it. Schools should ensure that all students are wearing face masks and practicing social distancing.

## Star - 081121 - ms13

### Safety at work is good for business

It is important to know that poor workplace occupational safety and health (OSH) costs money. Studies carried out in Western countries and by the International Labour Organisation show that good OSH management is linked to improved profitability. Occupational injuries, diseases and deaths result in high economic costs to employees, employers, governments and society.

## Star - 071121 - ms7

### Prioritising mental health

Ensure proper help available at institutions of higher learning. Many years ago, someone I know commented on a news item that a person who had a mental health crisis had been hospitalized. The person's family was not aware of the person's mental health status.

## Star - 071121 - ms8

### Mental health month

October was the month to highlight and raise awareness of mental health issues. Mental health month is a time to focus on mental health and to encourage people to seek help if they need it. It is also a time to reduce the stigma associated with mental health problems.

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