

Implementation of the Occupational Safety and Health Management System (SMK3) at the Wates Community Health Center in Kediri Regency

Wahyu Purnomo Jati¹, Rofik Damayanti²

¹Business Digital Study Program, University STRADA Indonesia

²Hospital Administration Study Program, University STRADA Indonesia

Email : dharaanakku3@gmail.com

ABSTRACT

Risk management in healthcare facilities (fasmsyanke) aims to create a healthy, comfortable, safe, and secure work environment. Therefore, every healthcare facility needs to implement an Occupational Safety and Health Management System (SMK3). The Wates Community Health Center in Kediri Regency has implemented an SMK3 since 2019, making it crucial to conduct research on the system's implementation and the challenges encountered.

Objective: To identify the process of policy formulation, planning, implementation, monitoring and evaluation, as well as performance review and improvement efforts, including challenges encountered in implementing the Occupational Safety and Health Management System (SMK3). **Subjects and Methods:** This study employed a qualitative method with a case study approach. The research subjects included management and the OHS team, while the research objects included the implementation of the SMK3 and its supporting documents. The instrument used was a questionnaire to guide the interviews. Data collection was conducted through interviews, observations, and documentation studies.

Results: Internal OHS policies and planning have been established and effectively socialized. Eight OHS standards have been implemented in healthcare facilities. The OHS team routinely conducts monthly monitoring and conducts evaluations every semester. However, no external review or performance improvement efforts have been conducted. Internal obstacles include the workforce's lack of understanding of OHS implementation in healthcare facilities, resulting in incomplete implementation, coupled with limited funding. Externally, a challenge is the lack of support from relevant agencies responsible for overseeing OHS implementation in community health centers.

Keywords : Implementation of SMK, Occupational Safety and Health, and K3 Management.

I. INTRODUCTION

The Occupational Safety and Health Management System (SMK3) in healthcare facilities (fasmsyanke) is an integral part of the overall healthcare facility management system, functioning



Implementation of the Occupational Safety and Health Management System (SMK3) at the Wates Community Health Center in Kediri Regency

to control various risks. A healthcare facility itself is a place that provides various healthcare services, including promotive, preventive, curative, and rehabilitative, managed by the government, local governments, and/or the community.

Risk control relates to various activities within the work process, aimed at creating a healthy, safe, and comfortable work environment (Annisa et al., 2016). Occupational safety is a preventative measure to minimize the possibility of accidents, damage, and losses that could impact humans. This aspect also encompasses the relationship between equipment, work objects, work locations, and the work environment, both directly and indirectly (Ministry of Health of the Republic of Indonesia, 2016).

Occupational health is an effort to improve and maintain the health of workers in various occupations, prevent health problems caused by working conditions, and protect workers from risks that could endanger their health. Furthermore, occupational health also encompasses the placement and maintenance of workers in an appropriate work environment, by aligning job demands with human capabilities, and vice versa (Ministry of Health of the Republic of Indonesia, 2016).

The implementation of OHS activities in healthcare facilities aims to guarantee and protect human resources within the facility, including patients, patient companions, visitors, and the surrounding community, from various health problems and negative impacts caused by work, the environment, and work activities (Ministry of Health of the Republic of Indonesia, 2018). Occupational health efforts focus on protecting workers so they can live healthy lives and avoid health problems and adverse effects caused by work. Workplace managers are obligated to implement various health efforts (Nugraha, 2019; Simon et al., 2019). These efforts include disease prevention, health promotion, treatment in the event of illness, and health recovery for workers (Svinarky & Zulkifli, 2021).

Wates Community Health Center in Kediri Regency is one of the community health centers that has implemented and managed the implementation of SMK3 since 2019. Therefore, more in-depth research is needed regarding the implementation of SMK3 and the various obstacles faced in its implementation. The purpose of this study is to determine how policies, planning, implementation, monitoring and evaluation of performance, as well as performance review and improvement are carried out, including identifying obstacles in the implementation of SMK3.

II. SUBJECTS AND METHODS

This research employed a qualitative method with a case study approach, aiming to explore in-depth the implementation of the Occupational Safety and Health Management System (SMK3) at the Wates Community Health Center in Kediri Regency. Through this approach, researchers sought to comprehensively understand how the SMK3 is implemented in the field, including the processes, dynamics, and supporting and inhibiting factors.

The research subjects consisted of the community health center management and the OSH team, who play a direct role in planning and implementing OSH activities at the facility. The research focused on the implementation of the SMK3 and related supporting documents, such as policies, work procedures, activity reports, and OSH evaluation results.

The researchers used a structured questionnaire as an interview guide during the data collection process, which served to maintain consistency in the data exploration process from informants. In addition to in-depth interviews, researchers also conducted direct field observations to

Implementation of the Occupational Safety and Health Management System (SMK3) at the Wates Community Health Center in Kediri Regency

observe the actual implementation of the SMK3 and work behaviors related to occupational safety and health. Furthermore, researchers conducted a documentation study, reviewing various relevant official documents, such as OSH policies, activity reports, and the results of previous OSH audits or evaluations. The combination of the three data collection techniques, namely: interviews, observation, and documentation, is expected to provide a complete picture of the implementation of SMK3 at the Wates Community Health Center, Kediri Regency.

III. RESULTS

Referring to Regulation of the Minister of Health of the Republic of Indonesia Number 52 of 2018 concerning Occupational Safety and Health in Healthcare Facilities, the implementation of the Occupational Safety and Health Management System (SMK3) consists of five main stages. These stages include: establishing an OHS policy, planning an OHS program, implementing an OHS plan, monitoring and evaluating OHS performance, and reviewing and improving OHS performance in healthcare facilities.

A. OHS Policy Establishment

The implementation of OHS activities is regulated by Decree of the Head of the Health Center Number 111 of 2019 concerning the OHS Implementation Policy at the Wates Community Health Center Technical Implementation Unit (UPT). This policy has been thoroughly disseminated to the OHS team and all health center employees and posted in strategic locations for easy viewing and reading by all parties, including the general public. This is supported by an interview with a representative of the health center management, who stated that the OHS policy socialization and implementation process has been carried out properly and in accordance with regulations.

Interviewer: How is the OHS policy establishment process at the Wates Community Health Center?
--

Management Representative: The implementation of OHS at the Wates Community Health Center has received written support in the form of a commitment from the Head of the Community Health Center, as outlined in Decree Number 111 of 2019, which serves as the official basis for implementing OHS activities

To ensure optimal, effective, efficient, and sustainable OHS implementation, the Wates Community Health Center has established an OHS team, established through Decree Number 112 of 2019 concerning the Establishment of the OHS Team. This step complies with the provisions stipulated in Minister of Health Regulation Number 52 of 2018 concerning Occupational Safety and Health in Healthcare Facilities. The following is an excerpt from an interview with the management representative of the Wates Community Health Center:

Interviewer: How is OHS organized at the Wates Community Health Center?

Management Representative: OHS activities are organized by establishing an OHS team, which was officially established through Decree Number 112 of 2019 concerning the Head of the Community Health Center.

Implementation of the Occupational Safety and Health Management System (SMK3) at the Wates Community Health Center in Kediri Regency

The results of this study align with the findings of Nada et al. (2020) showed that the X Community Health Center in Pekalongan Regency had a Decree (SK) for the OHS Implementation Team, which was ratified in early 2019. The decree also listed the names of the OHS team members along with their respective duties and functions.

According to Susanto and Enisah (2020), at the Cijagra Lama Community Health Center in Bandung City, the OHS policy has been socialized to all healthcare workers through training programs. Furthermore, the policy is posted in meeting rooms and multipurpose rooms, so that new employees and visitors can learn about the goals and objectives of implementing the OHS policy that the Cijagra Lama Community Health Center hopes to achieve.

B. OHS Planning

To achieve successful OHS implementation, the Wates Community Health Center has conducted planning through OHS team meetings. During these meetings, the team proposed various OHS-related activities in accordance with the provisions stipulated in Ministerial Regulation Number 52 of 2018. However, it should be noted that not all provisions in the Ministerial Regulation have been optimally implemented. The following is an excerpt from an interview related to this matter :

Interviewer: How is the OHS planning process carried out at the Wates Community Health Center?
--

Management Representative: The OHS planning process is carried out through an OHS team meeting involving representatives from each work unit. During this meeting, each member proposes activities to be implemented related to the OHS program.
--

C. OHS Plan Implementation

The OHS program implementation at the Community Health Center is carried out in accordance with the previously established plan. Based on the provisions of Minister of Health Regulation Number 52 of 2018, there are eleven OHS standards that must be implemented in healthcare facilities. The Wates Community Health Center has successfully implemented eight of these eleven standards. However, three OHS standards remain unimplemented: regular health checks for workers, immunizations for healthcare facility personnel at risk of exposure, and preparedness for emergencies, disasters, and fires.

IV. DISCUSSION

Discussion of this study align with the findings of Tana et al. (2013) stated that the implementation of OHS, particularly in terms of periodic health checks or screenings, was still suboptimal in most of the 50 community health centers (Puskesmas) studied in six districts in South Kalimantan Province. This finding is also consistent with the research of Dolongpaha et al. (2019), which showed that at Talaud Regional Hospital, periodic health checks were not conducted on all employees, but were limited to those working in the laboratory and isolation rooms. The following is an excerpt from an interview with the Puskesmas management :

Obstacles in the Implementation of the Occupational Health and Safety Management System (SMK3)

Implementation of the Occupational Safety and Health Management System (SMK3) at the Wates Community Health Center in Kediri Regency

Obstacles Faced In The Implementation Of The SMK3 Include Limited Resources Required To Meet Health Service Facility Standards In Accordance With OSH Regulations. These Limitations Include Human Resources, Funding, Facilities, And Implementation Methods. The Budget For The Provision Of OSH Facilities And Infrastructure Still Relies On Annual Proposals, So The Fulfillment Process Cannot Be Carried Out Immediately And Must Be Implemented In Stages According To Available Funds. Furthermore, The Development Of Internal Regulations And Work Procedures Is Also Carried Out In Stages And Focuses On Priority Activities, As Workers Still Need Time And A Learning Process To Fully Understand And Apply OSH Principles.

OHS Understanding Is Provided To All Employees In Stages, Accompanied By Efforts To Develop And Disseminate Internal Regulations That Support Its Implementation. The Steps Taken To Overcome Various Obstacles In The Implementation Of The SMK3 Include The Following:

1. Conducting Ongoing Outreach To All Employees To Increase Understanding Of OSH, Particularly Through Workplace Risk Identification Activities.
2. Submitting Annual Budget Proposals To Ensure That Basic Requirements For OSH Implementation Are Met In Stages.
3. Optimize Existing Facilities And Infrastructure To Support Technical And Administrative Controls, And Ensure The Use Of Personal Protective Equipment (PPE) According To Procedures.
4. Submit A Request To The Health Office, Acting As The OHS Supervisor, To Conduct An OHS Performance Review At The Wates Community Health Center To Support Future Improvements In OHS Implementation.

V. CONCLUSION

The establishment of the OHS policy at the Wates Community Health Center has been outlined in a Decree from the Head of the Community Health Center, demonstrating the leadership's support and commitment to the implementation of the OHS program. The Community Health Center OHS Team has also developed an OHS work plan in accordance with the provisions stipulated in Minister of Health Regulation No. 52 of 2018. Based on the results of the plan's implementation, of the eleven OHS standards applicable to healthcare facilities, eight have been successfully implemented at the Community Health Center. Meanwhile, three standards remain unimplemented: regular health checks for all employees, immunizations for high-risk workers, and preparedness for emergencies, disasters, or fires.

Monitoring and evaluation of OHS implementation at the Wates Community Health Center is conducted periodically twice a year. However, the Community Health Center assesses that OHS implementation is still suboptimal as it is currently in the learning and development phase. Furthermore, OHS performance reviews and improvements have not been conducted by external parties. Therefore, support, guidance, and supervision from the Health Office are essential to help improve the quality of OHS implementation at the community health center.

Implementation of the Occupational Safety and Health Management System (SMK3) at the Wates Community Health Center in Kediri Regency

The obstacle faced in implementing OHS at the Wates Community Health Center is the limited resources to meet OHS standards, including human resources, funding, facilities, and methods. Efforts have included increasing employee understanding through outreach and risk identification activities, submitting an annual budget to meet OHS implementation needs, optimally utilizing available facilities, and submitting a request to the Health Office, acting as the OHS supervisor, to review OHS performance at the community health center.

REFERENCES

- Annisa, T. A., Siswi, J., & Ekawati. (2016). Overview of Workplace Exposure Risk Control Management in Open Areas in Preventing Occupational Diseases. *Journal of Public Health*, 4(4), 1689–1699.
- Arikhman, N. (2020). Analysis of the implementation of occupational safety and health in the occupational safety program at Sungai Dareh Regional General Hospital. *Journal of Medical and Scientific Health*, 11(2), 237–246.
- Bando, J. J., Kawatu, P. A., & Ratag, B. T. (2020). Overview of the Implementation of the Hospital Occupational Safety and Health Program (K3RS) at Manado Adventist Hospital. *KESMAS: Journal of Public Health, Sam Ratulangi University*, 9(2).
- Dolongpaha, W. V. G., Kawatu, P. A., & Wowor, R. E. (2019). Overview of the implementation of the hospital occupational health and safety (K3RS) program at Talaud Regional General Hospital. *KESMAS: Journal of Public Health, Sam Ratulangi University*, 8(7).
- Herlinawati, H., & Zulfikar, A. S. (2020). Analysis of the Implementation of the Occupational Safety and Health Management System (SMK3). *Health Journal*, 8(1), 895-906.
- Ministry of Health. (2019). State Gazette. Minister of Health of the Republic of Indonesia. Regulation of the Minister of Health of the Republic of Indonesia, Number 44(879), 2004–2006.
- Ministry of Health of the Republic of Indonesia. (2016). Regulation of the Minister of Health of the Republic of Indonesia No. 66 of 2016 concerning Hospital Occupational Safety and Health. In *Ministry of Health of the Republic of Indonesia* (Vol. 12, Issue 1). Ministry of Health of the Republic of Indonesia.
- Ministry of Health of the Republic of Indonesia. (2017). Regulation of the Minister of Health of the Republic of Indonesia No. 27 of 2017 concerning Guidelines and Prevention of Infection in Healthcare Facilities. In *Ministry of Health of the Republic of Indonesia* (Vol. 21, Issue 2). Ministry of Health of the Republic of Indonesia.
- Ministry of Health of the Republic of Indonesia. (2018). Regulation of the Minister of Health of the Republic of Indonesia No. 52 of 2018 concerning Occupational Safety and Health in Healthcare Facilities. In *Ministry of Health of the Republic of Indonesia* (Vol. 6, Issue 1). Ministry of Health of the Republic of Indonesia.

Implementation of the Occupational Safety and Health Management System (SMK3) at the Wates Community Health Center in Kediri Regency

- Maringka, F., Kawatu, P. A., & Punduh, M. I. (2019). Analysis of the implementation of the hospital occupational health and safety (K3RS) program at the Robert Wolter Mongisidi Level II Hospital, Manado City. *KESMAS: Journal of Public Health, Sam Ratulangi University*, 8(5), 1-10.
- Mongdong, S. R., Kawatu, P. A., & Kolibu, F. K. (2019). Overview of the Implementation of the Hospital Occupational Health and Safety (K3RS) Program at Maria Walanda Regional General Hospital, Maramis, North Minahasa Regency. *KESMAS: Journal of Public Health, Sam Ratulangi University*, 8(7).
- Purba, H. I. D., Girsang, V. I., & Malay, U. S. (2018). Study of Hospital Occupational Safety and Health (K3RS) Policy, Planning, and Implementation at Mitra Sejati General Hospital, Medan, 2018. *Journal of Public Health*, 3(2), 113-124.
- Runtulalo, D. M. E., Kawatu, P. A., & Malonda, N. S. (2021). Overview of the Implementation of the Hospital Occupational Health and Safety (K3RS) Program at Anugerah Regional General Hospital, Tomohon City. *KESMAS: Journal of Public Health, Sam Ratulangi University*, 10(2).
- Simon, D., Lasut, A., Kawatu, P. A. T., Akili, R. H., Kesehatan, F., Universitas, M., & Ratulangi, S. (2019). Analysis of the Implementation of Hospital Occupational Health and Safety Service Standards (K3Rs) at Noongan Regional Public Hospital, Minahasa Regency. *Public Health*, 8(7), 54–60.
- Susanto, A., & Enisah, E. (2020). Evaluation of Occupational Health and Safety Management System (SMK3) Health Service Facilities at Cijagra Lama Community Health Center, Bandung City. *Aisyah Journal: Journal of Health Sciences*, 5(2), 143–151. <https://doi.org/10.30604/jika.v5i2.327>.
- Svinarky, I., & Zulkifli, Z. (2021). The Role of the Manpower Office in Protecting Workers' Occupational Health and Safety (K3) in Batam City. *Cahaya Keadilan Journal*, 9(1), 1–14. <https://doi.org/10.33884/jck.v9i1.2702>.
- Tana, L., Suharyanto Halim, F. X., Delima, D., Lisdawati, V., & Emiliana, T. (2013). Implementation of Occupational Health and Safety in Community Health Centers in Three Provinces in Indonesia. *Health Research Bulletin*, 41(3), 142-151.