



Overview Management Implementation Commitment and Occupational Health (OHS) at the Regional General Hospital Labuang Baji Makassar Year 2022

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ARTICLE INFO

Keywords: Hospital, Commitment, OHS, Management

Received : 20, January

Revised : 22, February

Accepted: 19, March

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ABSTRACT

Occupational accidents can occur in hospitals due to not optimal K3 management in hospitals. This study aims to find out how the Commitment to Implement Occupational Safety and Health (K3) Management in Hospitals is described. The research design used a descriptive qualitative method. The results of this study indicate that the commitment to implementing K3 management at Laburan Baji General Hospital Makassar has not been effective and has not been maximized. From the aspect of OHS Policy, the hospital is making an OHS policy, the hospital's OHS regulations and procedures are being improved, the hospital's OHS culture is not yet effective, the workforce's knowledge of hospital OSH is not maximized, and the hospital's OHS infrastructure is incomplete.

INTRODUCTION

Hospital occupational health and safety is an integrated effort of all hospital workers, patients, visitors/delivery of sick people to create a work environment, hospital workplace that is healthy, safe and comfortable for both hospital workers, patients, visitors/delivery of sick people and for the community and the environment around the hospital (Bando, 2020).

Based on data reported nationally, the number of work accidents in the construction sector according to BPJS Employment from 2016 to November recorded 101,367 accident cases, the death toll reached 2,382 people, in 2015 there were 110,285 with 2,375 deaths, while in 2017 the number of work accidents 123,041 cases were reported, meanwhile throughout 2018 it reached 173,105.4 Meanwhile, according to the Employment BPJS for the South Sulawesi region, work accidents have increased in the last 3 years. In 2015 there were 780 cases, 747 cases decreased in 2016, but increased in 2017 to 943 cases (Hardjo et al, 2020).

Based on an initial survey that was conducted at the Laburan Baji Makassar Hospital through an interview process with a OHS Hospital worker, information was obtained about the Occupational Health and Safety Unit at the Laburan Baji Makassar Hospital which had been established since 2006 until now it is still running, but does not yet have its own unit but The OHS of the Laburan Baji Hospital in Makassar is still under the auspices of the Hospital's Environmental Health (Kesling).

Based on information obtained from the Head of the OHS Division at the Laburan Baji Regional General Hospital Makassar on Thursday, June 27 2022, it is known that work accidents often occur but there is no separate OHS unit so that data on the number of work accidents at the Laburan Baji Makassar Regional General Hospital have not yet been completed. recapitulated or recorded where the data is still not available.

Occupational Safety and Health Management (OHS) is part of the overall system which includes organizational structure, planning, responsibilities, implementation, procedures, processes and resources needed for the development, implementation, achievement, assessment and maintenance of Occupational Safety and Health policies in order to control risks related to work activities in order to create a safe, efficient and productive place (Kemenkes RI, 2010).

Occupational accidents that occur can cause great losses to hospitals including workers who experience illness and disease, affect the quality of hospital services, provide a sense of insecurity and comfort for patients, dissatisfaction for patients regarding the services received.

Based on this description, it is important to have knowledge, policies and procedural regulations regarding occupational safety and health in hospitals as a guideline for hospital workers to anticipate and reduce the occurrence of work accidents. This made researchers choose to conduct research on "Description of the Commitment to Implementation of Occupational Safety and Health (OHS) Management at the Laburan Baji Regional General Hospital (RSUD) Makassar in 2022"

LITERATURE REVIEW

Occupational Safety and Health Management (OHS) is part of the overall system which includes organizational structure, planning, responsibilities, implementation, procedures, processes and resources needed for the development, implementation, achievement, review and maintenance of Occupational Safety and Health policies in order to control risks related to work activities in order to create a safe, efficient and productive place (Kemenkes RI, 2010). Occupational accidents that occur can cause great losses to hospitals including workers who experience illness and disease, affect the quality of hospital services, provide a sense of insecurity and comfort for patients, dissatisfaction for patients regarding the services received.

Based on information obtained from the Head of the OHS Division at the Labuang Baji Regional General Hospital Makassar on Thursday, July 27 2022, it is known that work accidents often occur but there is no separate ohs unit so that data on the number of work accidents at the Labuang Baji Makassar Regional General Hospital have not yet been completed. recapitulated or recorded where the data is still not available.

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METHODOLOGY

This research is a qualitative research that does not use population but uses "social situation" by Spradley which consists of three elements, namely Place, Actors and Activity which interact synergistically.

The framework of this research is to look at the description of OHS management in hospitals, communication, and the implementation of OHS towards the commitment to implementing OHS in hospitals. This research was carried out at the Regional General Hospital Labuang Baji Makassar in August 2022.

Data collection techniques using in-depth interviews and document review. Informants in this study were director representatives, OHS heads, OHS members, IPSRS members, nurses, pharmacy leaders, administration members, HR members, and PKRS members.

THE RESULT

OHS Policy in Hospitals

Most of the informants stated that the OHS policy at the Laburan Baji Makassar Hospital was in the process of making it in writing because the hospital's OHS unit did not yet exist and was about to be formed.

"Yes, while SK OHS is being made" (IK)

"yes the policy is temporarily made" (IT.1)

"There is a new policy made" (IT.4)

Hospital OHS Regulations and Procedures

Most of the informants stated that the OHS regulations and procedures at the Laburan Baji Hospital in Makassar are currently being fixed. Some workers are not yet aware of developments regarding the OHS regulations and procedures. Currently, the OHS regulations and procedures are not yet effective for hospitals.

"while we fix" (IK)

"ee.. for ee.. I don't know either deck" (IT.2)

"not yet effective because the procedural regulations are temporarily being improved for the new OHS committee later" (IT.6)

OHS Culture in Hospitals

Most of the informants stated that the OHS culture at the Laburan Baji Makassar Hospital already existed, such as washing hands, using masks, and using PPE as well as outreach about APAR which was often applied.

"Yes, there is" (IK)

"a form of culture, yes, a culture of washing hands, yes, a culture of washing hands, wearing masks, yes, personal protective equipment, yes" (IU. 1)

"Yes, we have because we have previously conducted fire extinguisher training, um... do you already know some of that or not all of it?" (IT.6)

Knowledge of Labor in Hospitals About OHS

Most of the informants stated that regarding the knowledge of OHS at the Laburan Baji Makassar Hospital, they already knew the meaning of OHS and the benefits of OHS for the Hospital.

"Hospital occupational safety and health we must in terms of work we must maintain our safety at work then how can we avoid or minimize so there is no risk at work" (IU. 2)

"In my opinion, erm.. hospital occupational safety and health is management in the hospital itself, how um.. does it reduce the risk er.. what is the risk of work accidents for medical personnel, regarding their health, how to prevent it, especially for er.. medical personnel what is easily infected, do you get stabbed?" (IT.5)

"There are many benefits for the safety of all in this hospital to avoid the risk of illness and work accidents" (IT.4)

OHS Facilities and Infrastructure

Most of the informants stated that the OHS facilities and infrastructure at the Labuan Baji Makassar Hospital were available but not yet complete.

"Yes, it already exists, but it's not complete in this hospital, for example, um.. safety devices in carrying out actions and protection, then PPE for nurses who are very at risk of being infected by disease" (IK)

"What is needed, now in the hospital there is a new evacuation route, the signs that need to be maybe improved" (IU. 1)

"What doesn't exist yet is in the pharmaceutical installation... like that, the complete spill kit doesn't seem complete, then the special cupboards for storing OHS materials, complete with soup stock, isn't optimal yet" (IT.3)

DISCUSSION

1. OHS Policy in Hospitals

According to Permenkes No. 66 of 2016 concerning Hospital OHS in Article 4 the hospital's OHS policy is stipulated in writing by a Decree of the Head or Director of the Hospital and socialized to all Hospital HR (Pujiwidodo, 2016). Based on the results of the interviews, it was discovered that the OSH policy at the hospital did not yet exist because the previous OSH unit had been disbanded, now the OSH unit is being re-established. Therefore a temporary OHS policy is made in writing as said by the representative director. The director's representative's statement was supported by statements from OHS members of the Laburan Baji Hospital Makassar, namely that first the OHS policy was made by the director then the policies ended up being the implementation of activities, but there were many policies that led to the OHS program but had not been implemented. Other OHS members said that the previous OHS committee was now divided into several units including kesling, IPSRS, PPI and health promotion. So currently the OHS process is only focusing more on waste management by kesling, making evacuation route placards and gathering points by health promotion, and if there is damage it will be handled by IPSRS.

This is in line with Jeli's research (2021) entitled Analysis of Commitments and Policies in the Implementation of SMOHS at the Handsome Mental Hospital in Riau Province in 2020 which says that the mental hospital is still in the stage of formulating OHSRS commitments and policies in writing (Jeli et al, 2021).

2. OHS Regulations and Procedures in Hospitals

According to Permenkes No. 66 of 2016 concerning Hospital OHS in chapter 3 article 11 concerning Hospital OHS Standards including: Hospital OHS risk management, Safety and security in hospitals, Occupational Health Services, Management of Hazardous and Toxic Materials (B3) from the aspect of Occupational Safety and Health , Fire prevention and control, Hospital infrastructure management from the Occupational Safety and Health aspect, Management of medical equipment from the Occupational Safety and Health aspect, and Preparedness for emergency or disaster conditions (Pujiwidodo, 2016).

Based on the results of the interviews, it was discovered at the Laburan Baji Makassar Hospital that the OHS regulations and procedures were temporarily being improved as conveyed by the hospital director's representatives not yet very effective and while trying to make as much effort as possible by making improvements, in this case it was supported by statements from OHS members, namely OSH regulations and procedures have not been implemented except for the implementation regarding B3, electricity, fire, and waste management where each OSH implementation is handled by another unit, not the OSH unit itself and has its own SOP.

This is not in line with Ardi and Hariyono's research (2018) entitled Analysis of the Application of Occupational Safety and Health Behavior

Culture in Hospitals which states that OHS regulations and procedures in hospitals are made in an effort to prevent occupational diseases, nosocomial infections, work accidents and diseases. due to work relations (Ardi and Hariyono, 2018).

4. Knowledge of Labor in Hospitals About OHS

Based on Permenkes No. 66 of 2016 concerning Hospital OHS, Hospital Occupational Safety and Health, hereinafter abbreviated as OHSRS, are all activities to ensure and protect safety and health for hospital human resources, patients, patient companions, visitors, and the hospital environment through accident prevention efforts work and occupational diseases in hospitals (Pujiwidodo, 2016).

Based on the results of the interviews, it is known that the knowledge about OHS at the Laburan Baji Makassar General Hospital is not optimal regarding the knowledge of the hospital workers regarding OHS.

This is in line with the research by Pratiwi et al (2016) with the title Management Commitment, knowledge, behavior in OHS and work accidents of nurses in private hospitals in Yogyakarta saying that there is a negative relationship between OHS knowledge and work accidents of nurses in risky units, which means the better the knowledge of nurses, the lower the incidence of work accidents (Pratiwi et al, 2016).

5. OHS Facilities and Infrastructure

Based on Permenkes No. 66 of 2016 concerning Hospital OHS, management of hospital infrastructure from the aspect of Occupational Safety and Health as referred to in Article 11 paragraph (1) letter f aims to create a safe work environment by ensuring reliability of utility systems and minimizing risks that may occur. In the implementation of hospital OHS, other infrastructure facilities are needed (Pujiwidodo, 2016). This is part of the commitment of the Hospital leadership.

Based on the results of the interviews, it is known that the facilities and infrastructure at the Laburan Baji Hospital in Makassar are still lacking or incomplete. The available facilities and infrastructure are APAR, PPE, hand washing sink, hand sanitizer and according to researchers from the results of direct observation of OHS infrastructure at the hospital, this also includes waste management, electricity use, water use, elevator use, and medical gas use but all infrastructure is still small in number.

This is in line with the research of Ivana et al (2014) entitled Analysis of Hospital Management Commitment (RS) on Occupational Safety and Health (OHS) at Prima Medika Hospital Pematang saying that the infrastructure or facilities at Prima Medika Hospital Pematang related to OHS provided are incomplete, facilities that have been provided by the hospital in the form of Personal Protective Equipment, management of liquid waste, separation of medical and non-medical waste, communication systems using telephone lines, safety signs, monitoring of equipment used, incident reporting formats, discrepancies and identification of sources of danger but in the implementation is still not effective (Ivana, et al, 2014).

CONCLUSIONS AND RECOMMENDATIONS

Based on the results of the research above, it can be concluded that the Commitment Management for the Implementation of OHS at the Regional General Hospital (RSUD) Laburan Baji Makassar has not been effective and maximal because currently the new hospital will form a unit or committee for work safety and health, lack of socialization regarding OHS to workforce knowledge regarding OHS is still lacking and does not yet have the latest Policies, SOPs, Organizational Structures and incomplete infrastructure.

Based on the results of the research above, the suggestions that can be given are first, the hospital should have its own unit, namely the OHS Committee and have an OHS Policy which is then socialized and applied to all hospital workers, secondly, the hospital should have and implement regulations and procedures regarding occupational safety and health. in hospitals, thirdly improving a culture that focuses more on occupational safety and health, fourthly increasing the knowledge of the hospital workforce on OSH and conducting OSH training for all workers in the hospital, and fifthly completing OSH facilities and infrastructure and adding OSH facilities that are still less and each hospital unit has its own OHS facilities and infrastructure.

FURTHER RESEARCH

Limitations of the study, namely unfavourable weather and location status at the time of the study together with the hospital accreditation process. To improve this research, it is hoped that future researches should use a different approach model or a quantitative research model.

ACKNOWLEDGEMENT

The author would like to thank all those who have supported and helped in this the preparation of this article is one the Pelamonia Institute of Health Sciences Makassar which always give support and has facilitate the way study until publication, as well as respondent and family which has ready taking the time and participation in this study.

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