

The K3 Policy Strategy To Improve Worker Safety In PT. Nusa Raya Cipta TBK Medan In 2023

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Article Info	ABSTRACT
Keywords: K3, Policy Strategy, Worker Safety	Labor has an important role and position as actors and development goals. To improve the quality of the workforce, employment development is needed aimed at increasing protection for workers. Occupational safety and health (K3) has a very important role in every organization. Data shows that there are still many companies that have not implemented an effective K3 policy strategy, as evidenced by the high number of work accidents and fatalities in Indonesia. This research combines several methods, namely interviews and library or literature studies. Data collection uses in - depth interview techniques, observation and documentation. The validity and reliability of the data was carried out by source triangulation. The data analysis used in this research uses inductive qualitative data analysis techniques. Activities in data analysis include reduction, data presentation and drawing conclusions. The research results show that K3 policy strategy planning is implemented in accordance with government regulations contained in PP No. 20 of 2012. Supervision is carried out with company references in the form of Law no. 1 of 1970 and ISO 45001:2015 where the number of K3 supervision is 2 Safety Officers or according to the needs of the project. Meanwhile, reporting is carried out internally, containing incident reports to the Project Manager and Branch Manager which are carried out via telephone or verbally by the safety officer on duty
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INTRODUCTION

National development is carried out with the aim of realizing Indonesia as a whole and a prosperous, just and prosperous society, both materially and spiritually, based on Pancasila and the 1945 Constitution of the Republic of Indonesia. In implementing national development, labor has an important role and position as actors and development goals. To improve the quality of the workforce and their participation in development, employment development is needed which also aims to increase protection for workers and their families in accordance with human values (Law No. 13 of 2003).

According to Article 1 number 2 Government Regulation no. 9 of 2022, construction services include construction consulting services and/or construction work. Construction consulting services involve activities of assessing, planning, designing, supervising and managing the construction of a building. Meanwhile, construction work services include building, operating, maintaining, dismantling and rebuilding a building. Construction work

generally involves a significant risk of danger, such as fatal accidents due to falls from heights, being hit by objects, or being hit by moving objects or machines.

Occupational safety and health (K3) has a very important role in every organization. A safe and healthy work environment not only increases productivity, but also protects employees from the risk of accidents and work-related diseases. Therefore, implementing an effective K3 policy strategy is a must for organizations. K3 has important strategic values and impacts on aspects of human life, business activities, as well as quality and sustainable development progress in the fields of human resources, economics, social and environmental issues. Ignoring K3 can result in work accidents and work-related diseases which cause suffering for workers and their families, as well as losses for employers in terms of loss of human resources, decreased productivity, property damage and business disruption.

Work accidents are a problem that often occurs in companies and can cause material loss or loss of life. Occupational safety and health (K3) plays an important role in the world of work. A safe and healthy work environment increases productivity, well-being and overall company performance. Therefore, implementing good K3 policies is very important in maintaining the safety and health of workers.

By paying attention to occupational safety and health, both companies and society as a whole will gain long-term benefits. K3 is not only the company's responsibility, but also a collective responsibility to create a safe, healthy and productive work environment for all workers. The implementation of Occupational Safety and Health (K3) policies has important and strategic values that provide benefits to every aspect of human life and support the progress of quality and sustainable development.

PT. Nusa Raya Cipta is a private company engaged in general contractor services. The scope of activities of PT. Nusa Raya Cipta includes development, industry, trade, services. Currently, PT. Nusa Raya Cipta focuses on the infrastructure and construction services sector, including contracting for civil building construction of reinforced concrete, steel, wood, construction of roads, toll roads, bridges, ports, irrigation, and others. This company works on projects for both the government and private sector. PT. Nusa Raya Cipta Tbk implements K3 (Occupational Safety and Health) policies in the form of PP No. 50 of 2012 ISO 45001:2018, ISO 18001:2015, and ISO 14001:2015.

This research was conducted because the need to improve occupational safety and health in the workplace is increasing. Data shows that there are still many companies that have not implemented an effective K3 policy strategy, as evidenced by the high number of work accidents and fatalities in Indonesia. According to the International Labor Organization (ILO), almost every day there are deaths due to work accidents or work-related diseases, with the number of deaths reaching 2.78 million people per year, of which around 86.3% are workers who died due to work-related diseases and 13.7% were the result of work accidents.

Based on the BPJS Employment report, in 2020 there were 164,033 work accident cases recorded throughout Indonesia. Of this number, around 2.78% resulted in death, while the rest suffered injuries or injury. The construction sector is the sector that

experiences the most work accidents, followed by the trade, hotel, restaurant and manufacturing sectors.

Company PT. Adhi Karya conducted an HSE (Health, Safety, Environment) survey with a limit value of $\geq 90\%$ being considered good, and a value of $\leq 89\%$ being considered not good. However, for the Indoor Multifunction Development project for the 2023 World Basketball Championship, the survey results show an HSE value of 86.91%, which is below the specified survey value limit. This research focuses on K3 policy strategies between PP No. 50 of 2012 and ISO 45001:2018. Both K3 policy strategies have the same goal, namely improving occupational safety and health in the workplace. PP No. 50 of 2012 is a Government Regulation that regulates the Implementation of Occupational Safety and Health Management Systems (SMK3) in companies. This PP provides guidance in building, implementing and maintaining SMK3.

Meanwhile, ISO 45001:2018 is an international standard designed to help companies improve their K3 performance by reducing risks and preventing work accidents. This standard provides a comprehensive framework for building an effective Occupational Safety and Health Management System. It is hoped that the results of this research can provide useful information for companies in choosing appropriate and effective K3 policy strategies to improve occupational safety and health in the workplace. Apart from that, it is also hoped that this research can become a basis for related parties in making policies related to occupational safety and health in Indonesia. This paper specifically discusses K3 policy strategies to improve worker safety on PT projects. Nusa Raya Cipta Tbk Medan. This research used a qualitative approach and was conducted in the PT project area. Nusa Raya Cipta Tbk Medan.

METHOD

This research combines several methods, namely interviews and library or literature studies. This research aims to study the K3 Policy Strategy in Efforts to Improve Work Safety at PT Nusa Raya Cipta Tbk. The interview method was carried out to obtain more in-depth information through direct interaction with related parties at PT Nusa Raya Cipta Tbk. Apart from that, library or literature studies are also an important source of information in this research, to gain a broader understanding of the topic being researched.

This research uses descriptive qualitative research methods. This method aims to provide an overview or assessment of a phenomenon by conducting analysis and referring to the theoretical basis of literature as a guide. This method allows researchers to focus on current field conditions and program implementation, with research results that can be used to develop improvements to the program.

This research was conducted to evaluate and formulate effective OHS policy strategies in improving worker safety. The approach used is a combination of qualitative and quantitative methods (mixed methods) to gain a comprehensive understanding of the implementation of OHS policies in the company. including Qualitative Research Approach, namely Identifying factors that influence the effectiveness of OHS policies based on in-depth interviews with OHS managers, field supervisors, and workers. then carried out

Quantitatively by Measuring the level of implementation of OHS policies and their impact on worker safety using survey data and work accident statistics.

As for the Data Collection Method by Collecting data on policies, procedures, and work accident reports at PT. Nusa Raya Cipta Tbk during 2023. continued with Analysis of standard operating procedure (SOP) documents related to OHS and regulatory compliance data. and Distributing questionnaires to workers and supervisors to measure the level of awareness, understanding, and compliance with OHS policies. This study uses a PDCA (Plan-Do-Check-Act) policy evaluation framework to assess and design improvement strategies:

- a. Plan, Assess the planning of OHS policies in the company.
- b. Do, Evaluate the implementation of OHS policies, such as training and use of PPE.
- c. Check, Analyze the results of implementation based on work accident data and compliance.
- d. Act, Provide recommendations for improving OHS policies and strategies.
- e. where This study aims to, Identify the weaknesses and strengths of OHS policies at PT. Nusa Raya Cipta Tbk. Formulate a more effective OHS policy strategy to improve worker safety.

RESULTS AND DISCUSSION

Implementation of K3 policy strategies to improve worker safety in PT projects. Nusa Raya Cipta Tbk Medan

Based on the research results, it shows that K3 policy strategy planning to improve work safety in PT projects. Nusa Raya Cipta Tbk Medan is aware that the K3 program that will be implemented is in accordance with government regulations contained in PP No. 20 of 2012 concerning the implementation of an occupational health and safety management system. K3 planning must be in accordance with government policy as a reference in creating K3 programs and identifying potential hazards. The results of research in terms of K3 planning are very important because in the planning an initial review is carried out, identification of potential hazards, risk assessment and control and then preparation of K3 programs. Several things that need to be considered in K3 planning include whether the company has an K3 plan, what is the process for preparing the K3 plan, whether the planning is in accordance with statutory regulations, who is involved in implementing K3 and whether management supports the implementation of K3. PT. Nusa Raya Cipta Tbk Medan also has problems in K3 planning, namely in the process of making hazard identification, not all implementers participate in making it because the implementers/persons in charge of each division feel that it is not their responsibility but the responsibility of the HSE division itself.

Based on Government Regulation no. 20 of 2012 concerning the implementation of occupational health and safety management systems explains that K3 plans are prepared and determined by employers with reference to established K3 policies. In preparing the K3 plan as intended, employers must involve K3 Experts, the K3 Advisory Committee, worker/labor representatives and other related parties in the company.

This research is also in line with Law no. 01 of 1970 concerning Safety, it is explained that managers/employers are required to show and explain to each new worker about the conditions and dangers that may arise in the workplace, all safeguards and protective equipment required in the workplace, tools personal protective equipment for the workforce concerned, safe methods and attitudes in carrying out their work. This research is also in line with Law no. 13 of 2003 concerning Employment which explains that workers/laborers have the right to obtain protection for occupational safety and health and every company is obliged to implement an occupational safety and health management system (SMK3) that is integrated with the company's management system.

According to K3 planning researchers at the PT Project. Nusa Raya Cipta Tbk Medan has not been fully implemented well. Based on the results of research on the PT Project. Nusa Raya Cipta Tbk Medan, in preparing K3 planning, there is still the problem of identifying potential hazards that are inaccurate and not in accordance with procedures which will lead to inaccurate hazard analysis. In carrying out identification of potential hazards, risk assessment and control is an important thing. Mistakes in identifying potential dangers will result in inaccurate analysis so that the actual source of danger is not paid attention to. Some parties think that danger is when an incident has occurred, whereas the concept of danger is anything that has the potential to cause danger and has implications for work accidents. In terms of making identification.

Supervision

Based on the research results, it shows that supervision in the K3 policy strategy to improve work safety in PT projects. Nusa Raya Cipta One form of K3 program is supervision. Supervision is part of the organizational/management factors that can influence work accidents. Supervision has been carried out in accordance with the establishment of implementation standards carried out with company references in the form of Law no. 1 of 1970 and ISO 45001:2015.

The results of the research also stated that information was obtained that the implementation of standard activities sometimes did not match the actual ones, such as safety briefing activities which were carried out once a week before work to provide education to workers, remind them and ensure they understood the potential dangers in the workplace, but if they were not implemented, no is carried out properly and does not follow the procedures that have been set so that there is a potential for workers to be careless and not comply with existing policies.

As a result of in-depth interviews regarding supervision related to K3 policy strategies to improve work safety, information was obtained that the number of K3 supervisors is 2 Safety Officers or according to the needs of the project, has an indirect field implementation team that helps supervise and supervision is carried out in the morning and evening or according to the needs of the project.

K3 monitoring activities for each project have 2 Safety Officers who focus only on implementing K3 and are adjusted to project needs. Supervision is not only carried out by safety officers but is assisted by field implementers such as engineering, surveyors, etc. and

the monitoring process is carried out in the form of routine inspections and patrols. If any non-conformities are found, corrective action will be taken.

The K3 program will be implemented in accordance with government regulations contained in PP No. 20 of 2012 concerning the implementation of an occupational health and safety management system. K3 planning must be in accordance with government policy as a reference in creating K3 programs and identifying potential hazards. The results of research in terms of K3 planning are very important because in the planning an initial review is carried out, identification of potential hazards, risk assessment and control and then preparation of K3 programs. Several things that need to be considered in K3 planning include whether the company has an K3 plan, what is the process for preparing the K3 plan, whether the planning is in accordance with statutory regulations, who is involved in implementing K3 and whether management supports the implementation of K3. PT. Nusa Raya Cipta Tbk Medan also has problems in K3 planning, namely in the process of making hazard identification, not all implementers participate in making it because the implementers/persons in charge of each division feel that it is not their responsibility but the responsibility of the HSE division itself.

According to Law No. 13 of 2003 concerning Manpower, it is stated that aspects of labor inspection, including K3 issues, are carried out by labor inspection employees who must have competence and independence. The Labor Inspection Sub-Department has the task of compiling technical guidelines and instructions for the implementation of labor inspection and worker protection, carrying out guidance and supervision of work norms, organizing worker welfare facilities and institutions, work safety and health norms, work environment and worker social security. Effective supervision is also needed to ensure consistent K3 implementation and compliance with established standards. Supervision is a process to measure the performance or implementation of an activity or a regulation that has been determined whether it is implemented as stated or not, which then provides direction to the implementer of the activity or regulation that has been determined to be achieved.

According to the Minister of Manpower Regulation Number.Per.05/MEN/1996, it is stated that supervision is carried out to ensure that workers perform in accordance with procedures and supervision is carried out by competent people. Republic of Indonesia Government Regulation No. 50 of 2012 regarding the Occupational Safety and Health Management System states that supervision is work that directs workers such as providing instructions, giving tasks, training and advice to workers, as well as being able to solve problems and respond to complaints from subordinates related to work.

The results of research conducted by Arum Budiarti et al (2019) quoted in (Anshari & Azkha, 2017) aim to motivate workers to work properly and safely, as well as ensuring that workers know how to do their work. The results of research conducted by Arum Budiarti et al (2019) quoted in (Suryanto & Widajati, 2017) show that supervision is a form of management control. Lack of control or lack of control in the Loss of Causation Models theory is one of the factors causing accidents, so to reduce losses companies must increase supervision of occupational safety and health.

According to researchers, supervision in the K3 policy strategy to improve work safety in PT projects. Nusa Raya Cipta has been implemented quite well, but it has not been implemented optimally. If supervision is not good, it can increase the risk of work accidents because workers do not feel supervised so that workers act as they please and do not comply with existing procedures, which will cause work accidents. In maximizing K3 activities/programs that are in accordance with established standards, it is necessary to build commitment, good cooperation and concern between safety officers, field implementers and all workers who are expected to be able to prevent unsafe behavior and conditions. Good supervision will encourage workers to behave positively because supervision aims to motivate workers so that workers work correctly and safely. Workers who are supervised will feel afraid so that a sense of obedience will arise within them.

Reporting

Based on the research results, it shows that reporting in the K3 policy strategy to improve work safety in PT projects. Nusa Raya Cipta has been implemented well. Information has been obtained that there is a reporting procedure where if incidents, accidents and work accidents occur, you must immediately make a report in verbal or written form which includes the determining formula for follow -up and re-evaluation at the K3 meeting in person. periodically.

In implementing the reporting, it is carried out internally which contains incident reports to the Project Manager and Branch Manager which are carried out via telephone or verbally by the safety officer on duty so that follow-up can be carried out to investigate and evaluate the incident. External reporting is carried out in the form of reports to DISNAKER and BPJS Employment. Reports on the results of investigations and improvements will be included in the monthly report provided to the branch office to update the implementation of K3 and the K3 program.

Law No. 7 of 1981 concerning Mandatory Employment Reporting in Companies. Explains that every entrepreneur or administrator needs to report on employment in their company. Law no. 3 of 1992 concerning Social Security for Workers explains that every worker has the right to social security for workers, workers who are affected by work accidents have the right to receive work accident insurance and employers are obliged to report work accidents that happen to workers to the Office of the Department of Manpower and the Organizing Body within time. no more than 2 times 24 hours. The obligation to report on project/building construction work is an K3 technical administrative obligation of the Construction Executor/Contractor before project/building construction work begins. Reporting is done in writing using a certain form to the Head of the Regency/City Manpower Office. Through mandatory reporting of project/building construction work, it is hoped that contractors can understand what their responsibilities are in the field of Building Construction Occupational Safety and Health.

Regulation of the Minister of Manpower of the Republic of Indonesia, Number: PER.05/MEN/1996, concerning Guidelines for the Implementation of Occupational Safety and Health Management Systems, states that an occupational safety and health policy is a written statement signed by the entrepreneur and/or management containing the overall

vision and company goals, commitment and determination to implement occupational safety and health, framework and work programs that cover company activities as a whole that are general and/or operational in nature. The regulation also states that there is a written, dated and clearly stated occupational safety and health policy and the company's commitment to improving occupational safety and health performance. Occupational safety and health policies, and other specific policies are reviewed periodically to ensure that they reflect changes in legislation.

According to researchers, although the results of in-depth interviews obtained information that planning had been carried out according to existing regulations and the quality of reporting was quite good, but it was not optimal, it is hoped that it can be even better and maintain good reporting quality. It is hoped that all existing workers can participate and care about ensuring the safety of themselves and their surroundings. Work accidents must be prevented so that they do not have an impact on the quality of company management. One of the programs that can be implemented to prevent work accidents is by recording and reporting work accidents and has great benefits for the company's K3 management system.

Researcher policy

Based on the research results and information that researchers obtained after conducting in-depth interviews at the PT Project. Nusa Raya Cipta Tbk Medan regarding the K3 policy strategy to improve the safety of PT Project workers. Nusa Raya Copyright Tbk Medan. The policies that researchers recommend are as follows:

a. Planning

In the creation/planning process, it is hoped that P2K3 in the project will participate in the preparation and have commitment. This aims to ensure that the planning analysis process in the field is carried out accurately according to the potential in the field and ensures that control measures are correct.

b. Supervision

Providing education and information that K3 supervision is very important and management helps all field implementers care about the conditions around them and remind each other. Building a commitment to safety officers so that all standards are followed correctly, it is hoped that this form of care and cooperation will help the implementation of K3 run smoothly.

CONCLUSION

Based on the research results that have been described, the conclusion is that: K3 policy strategy implemented at PT. Nusa Raya Cipta. The company's commitment is to fulfill statutory and other requirements, create annual targets and programs, carry out continuous improvements to SMK3, commit to eliminating hazards and reducing K3 risks, providing work safety training according to needs, Implementation of K3 policy strategies implemented in efforts to improve work safety on PT projects. Nusa Raya Cipta Tbk Medan, namely: The planning components in implementing the K3 policy strategy to improve work safety are initial review, identification of potential hazards, risk assessment and control and

then preparing K3 programs. However, there are still discrepancies found in the process of identifying potential hazards, where not all field implementers participate in the analysis process, which will result in inaccurate hazard analysis. In carrying out potential hazard identification, risk assessment and control is an important thing. The factors that influence the occurrence of inappropriate identification of potential hazards are the lack of communication from management to involve all parties involved and the lack of level of concern from implementers regarding K3 which is considered troublesome. The supervision component in implementing the K3 policy strategy to improve work safety has been carried out in accordance with Determination of implementation standards is carried out with company references in the form of Law no. 1 of 1970 and ISO 45001:2015. However, it is still found that the implementation of activities with standards is sometimes not in accordance with the actual results in the field, which will result in less than optimal implementation of K3 supervision. The factors influencing the occurrence of non-conformities are a lack of good cooperation and a lack of discipline between safety officers and field implementers as well as throughout. The reporting component in the implementation of the K3 policy strategy to improve work safety is that it has been implemented well. Information has been obtained that there is a reporting procedure where if incidents, accidents and work accidents occur, you must immediately make a report in verbal or written form, but this is not optimal when reporting accidents. work where not all implementers can carry out procedures to go to the Cooperation Hospital for first aid. This research has been declared ethically compliant according to the WHO 7 Standards 2011 by the Health Research Ethics Commission (KEPK) University of Prima Indonesia. The author's interest in the last 3 years has been in the public health. Because in today's era public health is very important to improve, especially in the field of hospital services, where the quality of service is expected to get maximum results, for the realization of better public health.

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