



## Occupational Health Programs at PT. Barata Indonesia Cilegon

Endrixs Endrianto<sup>1</sup>, Ahmad Zaelani Adnan<sup>2</sup>, Ninin Asminah<sup>3</sup>

<sup>1,2</sup> *Balangan Petroleum Institut of Technology, Fire and Safety, Indramayu, Indonesia*

<sup>3</sup> *Balangan Petroleum Institut of Technology, Chemical Engineering, Indramayu, Indonesia*

### ARTICLE INFORMATION

Received: December 9, 2022

Revised: March 2, 2023

Available online: May 2023

### KEYWORDS

Occupational Health Programs; Occupational Diseases

### CORRESPONDENCE

E-mail: [endrixsendrianto87@gmail.com](mailto:endrixsendrianto87@gmail.com)

### A B S T R A C T

Occupational health is a specific part of the health perspective focusing more on improving the quality of the workforce through implementing health efforts. This paper describes the occupational health programs in the Limited Liability Company (here and after called PT) Barata Indonesia Cilegon. This study was qualitative research using field observation and literature studies. The population was all workers at PT. Barata Indonesia, Cilegon, Banten Province. The data collection technique used was field observation. Then, the author descriptively examined occupational health programs using literature from theory, laws and regulations, ministerial regulations, and ministerial decrees. The results showed that the implementation of occupational health programs at PT Barata Indonesia Cilegon, among others, checking canteen facilities, medical checks up, gymnastics, giving Extra Fooding, HIPERKES, HIV/AIDS prevention policies, COVID-19 regulations, and a work environment that meets occupational hygiene and health requirements. In conclusion, PT Barata Indonesia Cilegon is very concerned about the occupational health of its workers. Therefore, PT Barata Indonesia Cilegon runs occupational health programs. PT Barata has made occupational health procedures so that they can be carried out following written procedures. The implementation of occupational health programs at PT Barata Indonesia Cilegon has been going well following the Republic of Indonesia Government Regulation Num. 88 of 2019 concerning occupational health.

## INTRODUCTION

Occupational health is a specific part of the health perspective focusing more on improving the quality of the workforce through implementing health efforts (Schulte et al., 2019). Its goals and objectives are to create a program in the workplace by involving elements of management, labor, working conditions, and the environment that are integrated to prevent and reduce accidents and occupational diseases (Badrianto & Ekhsan, 2020). In addition, it affects employment relations and creates a safe, efficient workplace, and productive. Furthermore, it designs work facilities and environments by increasing functional effectiveness (Hasnanisa et al., 2022). Moreover, in human aspects, it maintains health, safety, and satisfaction among the workforces (Holland et al., 2019). Occupational health also aims to ensure that workers obtain the highest degree of health both physically, mentally, and socially. Therefore, there are preventive, curative, and rehabilitative efforts against diseases or health problems caused by work factors, work environment, and general illnesses (Pangkey et al., 2018). Worker capacity, workload, and work environment should interact properly and harmoniously to achieve optimal occupational health (Muslih & Damanik, 2022).

Occupational health aims to make the workforce obtain the highest physical, spiritual, and social health. It is an effort to prevent and treat diseases or health problems caused by work and the work environment, as

well as general illnesses (Ardana, 2012). Workers have the right to obtain protection through occupational health programs. Each company must implement occupational health programs integrated with the company's programs (Syukri, 1997). The occupational health program created by the company is an obligation to enforce government regulations regarding Occupational Safety and Health (OSH) (Duryan et al., 2020). OSH program aims to protect workers on their rights in health during their work and improve their performance also welfare. In addition, it ensures the health of workers in the workplace. Furthermore, production sources can be maintained and used safely and efficiently (Mangkunegara, 2004).

Thus, occupational health programs are critical to ensure occupational health through the company's systems and equipment. It is a company's effort to reduce and prevent the incidence of occupational diseases. This paper describes the occupational health programs in the Limited Liability Company (here and after called PT) Barata Indonesia Cilegon.

## **METHOD**

This study was qualitative research using field observation and literature studies. It was conducted at PT. Barata Indonesia Cilegon, Banten Province, from July to August 2022. The population was all workers at PT. Barata Indonesia, Cilegon, Banten Province. The data collection technique used was field observation. Then, the author descriptively examined occupational health programs using literature from theory, laws and regulations, ministerial regulations, and ministerial decrees. The data presentation used a descriptive method that describes the occupational health programs according to existing conditions, developing commitments and policies, ongoing processes, or ongoing company trends. Then, it discussed the results of the field observation data regarding programs, procedures, implementation, and follow-up of the application of the occupational health programs. Further, it compared with applicable theories or standards compiled in the literature review.

## **RESULT**

PT Barata Indonesia Cilegon implemented several occupational health programs to prioritize workers' health, among others:

1. Checking canteen facilities. This program is carried out so that the company's facilities are good maintenance and prevent diseases caused by canteen activities in all areas.
2. MCU (Medical Check-Up). Employee Medical Check-up is one of the requirements from the government in Law Num. 1 of 1970 and Law Num. 21 of 2003, which ratifies ILO Convention Num. 81 and Law Num. 13 of 2003 concerning employment regulate occupational health and safety.

3. Gymnastics. PT Barata Indonesia Cilegon implemented a morning exercise program every Friday. This exercise aims to increase the physical and psychological health of workers. In addition, it prevents workers from work stress. However, during the COVID-19 pandemic, gymnastic activities were suspended to break the chain of COVID-19.
4. Extra Fooding. PT Barata Indonesia provided extra food in the form of vitamin C supplements and milk to keep workers healthy.
5. Company Hygiene & Occupational Health (here and after called HIPERKES). Its main goal is to create a healthy and productive workforce by maintaining and improving health status. It also aligns workers with work and technology (Suma'mur P.K, 2014).
6. HIV/AIDS Prevention & Control Policy to comply with the Decree of the Minister of Manpower and Transmigration of the Republic of Indonesia Number. KEP. 68/MEN/IV/2004 Regarding HIV/AIDS prevention and control in the workplace. PT Barata Indonesia Cilegon is committed to implementing HIV/AIDS prevention and control programs through education, seminars, company health promotions, regular meetings, and other influential media.
7. Covid-19 Regulations. PT Barata Indonesia Cilegon implemented a new normal system for every employee during this pandemic. Workers must maintain their health by hand washing hands, wearing masks, and social distancing.
8. The work environment met occupational hygiene and health requirements. The cleanliness of the work environment is critical for employee health. The unclean work environment can influence occupational health program implementation.

The procedures of the occupational health programs at the PT Barata Indonesia Cilegon were:

1. Checking Canteen Facilities was based on document number PR-HSE-08 regarding the hygiene of canteen personnel and food serving.
2. MCU (Medical Check Up) according to document number PR-PRS-05 regarding preparing and implementing Medical Check Up.
3. Extra Fooding followed company policy to increase the immune system of the company's employees by giving one box of milk and two tablets of vitamin C every day.
4. HIV/AIDS prevention and control policies.
5. Covid-19 regulations
6. The work environment meeting occupational hygiene and health requirements was based on the Government Regulation of the Republic of Indonesia Num. 88 of 2019 concerning Occupational Health, article 5 (Pemerintah RI, 2018). It states that occupational health standards are efforts to improve health through increasing health knowledge, cultivating a clean and healthy lifestyle, building

occupational health and safety culture in the workplace, implementing work nutrition, and improving physical and mental health.

Thus, the implementation of occupational health programs at PT Barata Indonesia Cilegon, among others, checking canteen facilities, medical checks up, gymnastics, giving Extra Fooding, HIPERKES, HIV/AIDS prevention policies, COVID-19 regulations, and a work environment that meets occupational hygiene and health requirements.

## DISCUSSION

PT Barata conducted inspections regarding the occupational health program following the procedures and work instructions at PT Barata Indonesia Cilegon. It also held joint sports such as gymnastics every Friday and futsal and badminton on Saturday.

### 1. Checking Canteen Facilities

PT Barata Indonesia		FORM CHECK LIST HSE LINGKUNGAN KANTIN		No. 1	
No.	Uraian	Daftar	Ya	Tidak	Departemen
1	Kebersihan				
2	Keamanan				
3	Ketersediaan				
4	Kebersihan				
5	Keamanan				
6	Ketersediaan				
7	Kebersihan				
8	Keamanan				
9	Ketersediaan				
10	Kebersihan				
11	Keamanan				
12	Ketersediaan				
13	Kebersihan				
14	Keamanan				
15	Ketersediaan				
16	Kebersihan				
17	Keamanan				
18	Ketersediaan				
19	Kebersihan				
20	Keamanan				
21	Ketersediaan				
22	Kebersihan				
23	Keamanan				
24	Ketersediaan				
25	Kebersihan				
26	Keamanan				
27	Ketersediaan				
28	Kebersihan				
29	Keamanan				
30	Ketersediaan				

Figure 1. Canteen Facilities Checklist Sheet

The (Health, Security, and Environment) HSE team checks the canteen facilities every six months by filling out the checklist sheet.

2. MCU (Medical Check Up) is done once a year.
3. Extra Fooding is given every day according to company policy.



Figure 2. Extra Fooding by providing milk and Vitamin C at each table

4. HIPERKES is carried out by HIPERKES doctors who come on Monday and Friday. Employees who want to check or consult about health can go directly to the HIPERKES doctor on duty.

5. PT. Barata Indonesia Cilegon implemented HIV/AIDS prevention and control policies by socializing with workers about HIV/AIDS to improve workers' insight. In addition, there was no discrimination for employees with HIV/AIDS.
6. PT Barata Indonesia Cilegon has also carried out the COVID-19 prevention procedures properly, from social distancing, washing hands with soap, wearing masks, and other COVID prevention protocols.

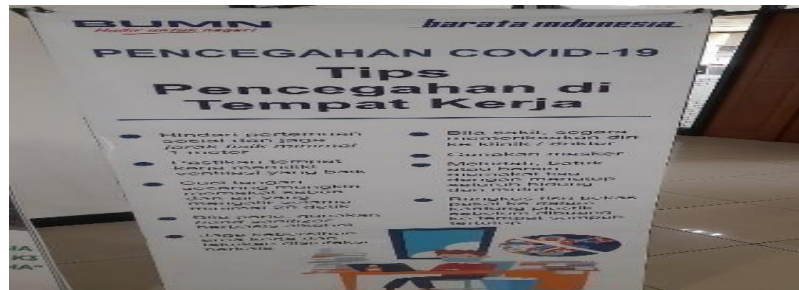


Figure 3. Covid-19 Health Protocol

7. PT Barata implemented a 5S program to meet occupational hygiene and health requirements. The program was cleaning the work area diligently. Thus, workers are committed to maintaining the cleanliness of their work environment to avoid diseases interfering with their health.



Figure 4. 5S Program

## CONCLUSION

PT Barata Indonesia Cilegon is very concerned about the occupational health of its workers. Therefore, PT Barata Indonesia Cilegon runs occupational health programs. PT Barata has made occupational health procedures so that they can be carried out following written procedures. The implementation of occupational health programs at PT Barata Indonesia Cilegon has been going well following the Republic of Indonesia Government Regulation Num. 88 of 2019 concerning occupational health.

## REFERENCES

- Ardana. (2012). *Manajemen Sumber Daya Manusia*. Graha Ilmu.
- Badrianto, Y., & Ekhsan, M. (2020). Effect of work environment and job satisfaction on employee performance in pt. Nesinak industries. *Journal of Business, Management, & Accounting*, 2(1).
- Duryan, M., Smyth, H., Roberts, A., Rowlinson, S., & Sherratt, F. (2020). Knowledge transfer for

- occupational health and safety: Cultivating health and safety learning culture in construction firms. *Accident Analysis & Prevention*, 139, 105496.
- Hasnanisa, N., Prasetyo, S., & Burhanudin, A. (2022). Evaluasi Sistem Surveilans Tuberkulosis di Dinas Kesehatan Kabupaten Banyumas Berdasarkan Pendekatan Sistem. *Jurnal Biostatistik, Kependudukan, Dan Informatika Kesehatan (BIKFOKES)*, 2(3), 167–184.
- Holland, P., Tham, T. L., Sheehan, C., & Cooper, B. (2019). The impact of perceived workload on nurse satisfaction with work-life balance and intention to leave the occupation. *Applied Nursing Research*, 49, 70–76.
- Mangkunegara. (2004). *Manajemen Sumber Daya manusia Perusahaan*. Bandung:Remaja Rosda Karya.
- Muslih, M., & Damanik, F. A. (2022). Effect of Work Environment and Workload on Employee Performance. *International Journal of Economics, Social Science, Entrepreneurship and Technology (IJESET)*, 1(1), 23–35.
- Pangkey, C. I. F., Kawatu, P. A. T., & Wowor, R. (2018). Analisis Pelaksanaan Pelayanan Pos Upaya Kesehatan Kerja Di Wilayah Kerja Puskesmas Teling Atas Kota Manado. *KESMAS: Jurnal Kesehatan Masyarakat Universitas Sam Ratulangi*, 7(4).
- Pemerintah RI. (2018). *Peraturan Pemerintah Republik Indonesia No 88 Tahun 2018*.
- Schulte, P. A., Delclos, G., Felknor, S. A., & Chosewood, L. C. (2019). Toward an expanded focus for occupational safety and health: a commentary. *International Journal of Environmental Research and Public Health*, 16(24), 4946.
- Suma'mur P.K. (2014). Higiene Perusahaan dan Kesehatan Kerja (HIPERKES). In *Jakarta : Sagung Seto*. Sagung Seto.
- Syukri, S. (1997). *Teknik Manajemen Keselamatan dan Kesehatan Kerja*. Jakarta:Bima Sumber Daya Manusia.