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OSHMP30

MASTER PLAN

OCCUPATIONAL SAFETY AND HEALTH (OSHMP30)

2026-2030

Building a Resilient and Inclusive Occupational Safety and Health Environment for the Future Workforce

NCOSH MALAYSIA

MALAYSIA MADANI

JABATAN KESELAMATAN DAN KESIHATAN PEKERJAAN

MASTER PLAN

OCCUPATIONAL SAFETY AND HEALTH (OSHMP30)

2026-2030

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Akronim	Bahasa Melayu	Bahasa Inggeris
AI	Kecerdasan Buatan	Artificial Intelligence
CEP	Program Pendidikan Berterusan	Continuous Education Programme
ESG	Alam Sekitar, Sosial dan Tadbir Urus	Environmental, Social and Governance
GLC	Syarikat Berkaitan Kerajaan	Government-Linked Company
IICMS	Sistem Pengurusan Bahan Kimia Industri	Industrial Chemical Management System
IOT	Internet Benda	Internet of Things
JKKP	Jabatan Keselamatan dan Kesihatan Pekerjaan	Department of Occupational Safety and Health
KKP	Keselamatan dan Kesihatan Pekerjaan	Occupational Safety and Health
KPI	Petunjuk Prestasi Utama	Key Performance Indicator
LEAP	Pasaran Utama bagi PlatformPemecut Usahawan	Leading Entrepreneur Accelerator Platform Market
OMSD	Gangguan Muskuloskeletal	Occupational Musculoskeletal Disorders
ONRHD	Penyakit Pendengaran Disebabkan Bunyi Bising	Occupational Noise-Related Hearing Loss
OHD	Doktor Kesihatan Pekerjaan	Occupational Health Doctor
OHN	Jururawat Kesihatan Pekerjaan	Occupational Health Nurse
OK	Orang Kompeten	Competent Person
OSH@TVET	Keselamatan dan Kesihatan Pekerjaan di Pendidikan dan Latihan Teknikal dan Vokasional	Occupational Safety and Health at Technical and Vocational Education and Training
OSHMP30	Pelan Induk Keselamatan dan Kesihatan Pekerjaan 2030	Occupational Safety and Health Master Plan 2030
PMKS	Perusahaan Mikro, Kecil dan Sederhana	Micro, Small and Medium Enterprises
PtD	Pencegahan melalui Reka Bentuk	Prevention through Design
R&D	Penyelidikan dan Pembangunan	Research and Development
SOLVE 4 SME	*Stepwise OSH Level Verification and Enhancement for Small and Medium Enterprise*	Stepwise OSH Level Verification and Enhancement for Small and Medium Enterprise
WRRS	Keselamatan dan Kesihatan Pekerjaan berkaitan Jalan Raya	Work-Related Road Safety
AKKP 1994	Akta Keselamatan dan Kesihatan Pekerjaan 1994	Occupational Safety and Health Act 1994
PDCA	Rancang-Laksana-Semak-Tindakan	Plan-Do-Check-Act

PRIME MINISTER'S FOREWORD

In line with the country's economic development and Malaysia's aspiration to be a high-income economy by 2030, the Government's priorities are to ensure the people's well-being by establishing a safe, healthy, and resilient employment ecosystem. The National advancement is measured not only by economic growth but also by the people's quality of life, which is secured through productive, safe and dignified employment.



The Government of Malaysia remains committed to fulfilling its responsibilities and meeting international standards in strengthening the management of occupational safety and health (OSH) in Malaysia. Through the Ministry of Human Resources (KESUMA) and the Department of Occupational Safety and Health (DOSH), Malaysia has ratified two key International Labour Organization (ILO) conventions, which are: **Convention No.155 (Occupational Safety and Health Convention, 1981), and Convention No.187 (Promotional Framework for Occupational Safety and Health Convention, 2006).** The ratification of these two conventions reflects the commitment of Malaysia to uphold the principles of social justice, increase workforce protection, and strengthen the country's position as a responsible global partner in advancing the Decent Work for All agenda.

In facing the global challenges, including the emergence of new technologies, climate change and increasingly complex occupational health risks, the Government is taking proactive initiatives through the implementation of the National

Occupational Safety and Health Master Plan 2026-2030 (OSHMP30). This strategic document builds on OSHMP25, while adopting a more comprehensive, progressive and innovation-driven approach.

I would like to express my deepest appreciation to the Ministry of Human Resources (KESUMA), the National Council for Occupational Safety and Health (NCOSH) and the Department of Occupational Safety and Health (DOSH) for successfully developing this comprehensive master plan. OSHMP30 is driven by the six (6) Strategic Thrusts:

1. Advancing OSH Governance Strategically,
2. Driving OSH Innovation and Technology Integration,
3. Drive in Innovation and Technological Integration OSH,
4. Reinvigorating MSMEs and High-Risk Sectors,
5. Shaping the Future of a Dynamic Workplace, and
6. Cultivating OSH Culture through Progressive Capacity Development.

I believe that OSHMP30 will become the main guide for all stakeholders - whether it is the government, industry, employer, employee or community - to work together to achieve the shared goals of reducing occupational injuries and diseases, reinforcing workers' well-being, and increasing national productivity.

In addition, I call for all parties to play their active role, show commitment and strengthen collaboration. Only through collective action can we ensure that Malaysia continues to progress as a prosperous, inclusive and competitive country, aligning with the theme of "Building a Resilient and Inclusive OSH Environment for the Future Workforce" that is the base of OSHMP30.

Thank you.

YAB DATO' SRI ANWAR IBRAHIM
Prime Minister of Malaysia

MINISTER OF HUMAN RESOURCES' FOREWORD



As Malaysia strives to become a developed and high-income nation by 2030, we must ensure the aspects of occupational safety and health (OSH) remain a national priority. Workers are among the nation's most important assets. As a result, the Ministry is committed to providing policies, guidelines and effective enforcement to ensure that all employees, no matter the sector, the organisation size or the form of occupation, are protected in a healthy, safe and conducive working environment.

Occupational Safety and Health Master Plan 2026-2030 (OSHMP30) is a strategic document that translates Malaysia's aspiration to builda resilient and inclusive OSH environment for the future workforce. OSHMP30 is designed not only to **reduce occupational accident and disease rates, but also to strengthen culture of prevention, compliance with OSH standards and OSH technological innovation.**

The Ministry of Human Resources (KESUMA), through the roles of the National Council for Occupational Safety and Health (NCOSH) and the Department of Occupational Safety and Health (DOSH), will ensure that OSHMP30 is implemented systematically through, among others:

I. Strengthening the legislative and enforcement framework;

II. Strengthening industry capacity, particularly MSMEs and high-risk sectors;

III. Applying new technology, including AI, big data and automation for OSH;

IV. Developing workforce skills in line with changes in the employment landscape; and;

V. Ensuring all categories of workers, including gig workers and vulnerable groups, are protected.

In achieving this national agenda, KESUMA adopts the 3K+I approach as a holistic guide in implementing these policies and programs:

Skills (Kemahiran) – Enhancing the capacity and competency of the workforce to adapt to technological change and future workplace challenges.

Well-being (Kebajikan) – Making sure social protection, occupational safety and workers' mental and physical well-being.

Results (Keberhasilan) – Making sure that every policy, programme and action plan provides real impact towards the people, industry and nation.

Nobility (Karomah Insaniah) – Strengthening human values, integrity, and sense of responsibility towards each other in every work aspect.

The approach of 3K+1 solidifies the OSHMP30 mission to not only establish a safe, resilient, and healthy workplace environment, but also follows the value of Innovation, Compassion, and Prosperity which are the core values of Malaysia MADANI.

In addition, I call for all parties to play their roles, including the **Government, employer, trade union, professional associations or even societies, to give their full commitment**. Only through collective effort can we ensure that OSHMP30 becomes a national plan that is effectively translated into action and delivers positive outcomes towards the productivity and well-being of Malaysian employees.

As a conclusion, I am confident that OSHMP30 will become one of the key pillar in achieving Vision of Shared Prosperity 2030 (Wawasan Kemakmuran Bersama), and will contribute to the nation's progressive, inclusive and sustainable development agenda.

Thank you.

YB DATO' SRI RAMANAN RAMAKRISHNAN
Minister of Human Resources

MESSAGE FROM THE CHAIRMAN OF NCOSH



First of all, I would like to express my highest appreciation and congratulations to the Department of Occupational Safety and Health (DOSH) and all parties involved in developing the National Occupational Safety and Health Master Plan 2026-2030 (OSHMP30). Well done and congratulations.

The contribution of every worker is vital in advancing the nation's development agenda by 2030. However, we also realise that the employment landscape is going through rapid changes due to technological advancement, digital economy, gig economy, climate change and increasingly complex occupational health risks. In this context, occupational safety and health (OSH) needs to be given higher emphasis and be more comprehensive.

As Chairman of the National Council for Occupational Safety and Health (NCOSH), I would like to emphasise that the OSHMP30 is not only a strategic document, but it is also a national platform that integrates the perspective and commitments of all stakeholders: the Government, employers and workers. OSHMP30 will be implemented based on the **principle of tripartism, which is through close cooperation between Government, employer and employee**. This principle has become the core of the country's OSH system since the establishment of NCOSH and remains relevant to OSH management and to addressing future OSH challenges.

OSHMP30 will provide the focus on developing an OSH environment that is resilient and inclusive for the future workforce, through the six (6) Strategic Thrusts that is outlined in the plan. Key areas to be advanced by NCOSH include:

I. Strengthening OSH governance on a national and industrial level.

II. Continuously strengthening compliance with legislation and international standards.

III. Mainstreaming technological innovation in risk management in the workplace

IV. Expanding protection to informal sectors, MSME, gig workers and foreign employees.

Finally, I call upon all parties to continue supporting the Government's efforts in strengthening a safe, healthy and conducive work culture. The success of OSHMP30 depends on our collective commitment in embracing our shared responsibility, compliance with the law, and commitments in making OSH as the foundation of workers' well-being and national prosperity.

Once again, I wish to express my sincere appreciation and congratulations to all parties involved.

Thank you.

YB DATUK KHAIRUL FIRDAUS AKBAR KHAN
Deputy Minister of Human Resources

MESSAGE FROM THE SECRETARY-GENERAL, MINISTRY OF HUMAN RESOURCES



The Ministry of Human Resources, through the Department of Occupational Safety and Health (DOSH), remains committed to ensuring that every employer and employee can work in a safe, healthy, conducive, and competitive working environment. This commitment is once again shown through the development of the National Occupational Safety and Health Master Plan 2026-2030 (OSHMP30), which serves as the principal strategic document for the next five years.

This master plan is not only an aspirational document but also a comprehensive action plan supported by policy frameworks, enforcement, promotion, and capacity development. OSHMP30 is structured with consideration for current needs, future challenges, and international best practices, ensuring Malaysia remains relevant and competitive on the global stage.

In line with the OSHMP30 theme, "Building a resilient and inclusive OSH environment ministry for the future workforce", ministry will continue to ensure that occupational safety and health (OSH) policies and

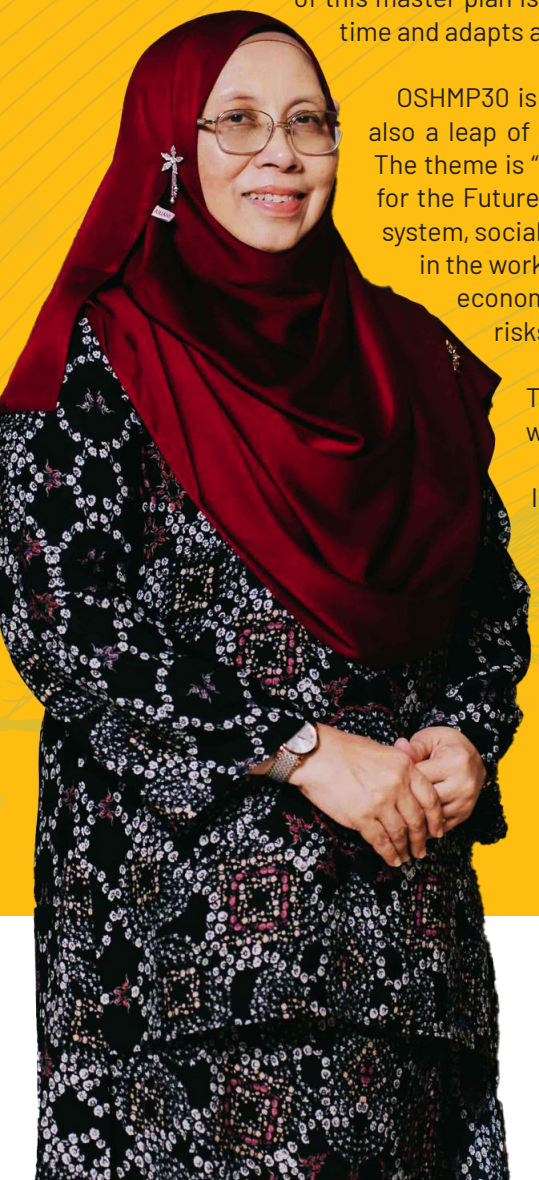
programmes support the agenda of the Shared Prosperity Vision 2030, Malaysia's 13th Plan, National Human Resources Policy, and other policies that are related to developing the workforce, industries, and the nation's economy.

It is my hope that all stakeholders – the Government, industries, trade unions, professional bodies, academia, and the community – will give their full cooperation in the implementation of the OSHMP30. The success of this main plan requires effective policy coordination, continuous supervision, and strong commitment from all parties to cultivate safe, and healthy work practices.

In conclusion, I believe that OSHMP30 will serve as an important milestone that will raise the nation's occupational safety and health standards to a level on par with more developed countries. This will ensure that Malaysian workers remain protected, valued and able to enjoy a better quality of life.

YBhg. DATUK AZMAN BIN MOHD. YUSOF
SG of Ministry of Human Resources

MESSAGE FROM THE DIRECTOR GENERAL



Alhamdulillah, I am grateful to Allah S.W.T. grace with His permission that the Department of Occupational Safety and Health (DOSH) has successfully maintained continuity in implementing the national master plan for OSH that began in 2011. It began with OSHMP15 (2011-2015), OSHMP20 (2016-2020), OSHMP25 (2021-2025), and now OSHMP30 (2026-2030); each phase of this master plan is built with precision to fulfill every challenge of the time and adapts according to the country's needs and workforce.

OSHMP30 is not only a continuation of previous plans, but it is also a leap of transformation in approaching the country's OSH. The theme is "Building a Resilient and Inclusive OSH Environment for the Future Workforce"; OSHMP30 emphasises the workforce system, social summarisation, and readiness towards the changes in the work landscape that are driven by technology, the digital economy, energy transition, and the appearance of new risks.

Through the six OSHMP30 Strategic Thrusts, DOSH will give its attention to :

I. Reducing the rate of injuries and work-related diseases consistently, with the aim of reducing rates of death and injuries that are in line with the international standard

II. Increasing the enforcement of smart-based technology data, risk analytics, and artificial intelligence

III. Reinforce the occupational disease reporting system, aiming to increase the rate of diagnosis, notification, and follow-ups systematically

IV. Strengthening of OSH in the micro, small, and medium companies (MSMC) and high-risk sectors through technical support, guidelines, and continuous training

V. Development of workers' capacity and OSH professionals through training, certification, and collaboration between the education industry and the industry itself

DOSH will ensure the implementation of OSHMP30 goes smoothly and mobilize the workforce enforcer officers, technical expert, and supports from strategic partners.The approach of working in silos is no longer relevant; we have to move towards a collaborative approach, cross-sector and united, to ensure that OSHMP30 truly impacts the field.

I call for all members of the industry, trade unions, employer's association, academic institutions, and community to continue supporting the implementation of OSHMP30. Only with cohesive cooperation we are able to create a work culture that is safe, healthy, conducive and competetive.

My final words, I am confident that the OSHMP30 will become the document that becomes the drive for Malaysia to achieve the vision as a forward and sustainable country, with workers that are protected, productive and prosperous.

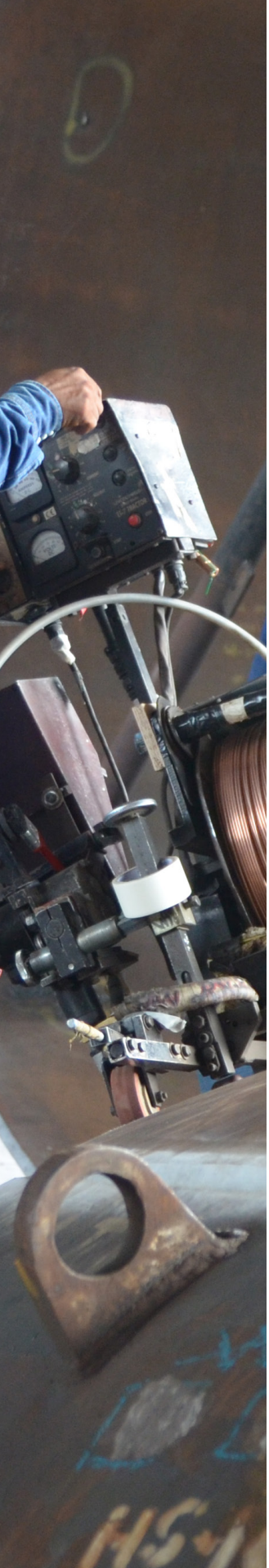
Thank you

IR. TS. HAJAH HAZLINA BINTI YON
Director General,
Department of Occupational Safety and Health Malaysia

INTRODUCTION

- Introduction
- Evolving Landscape of OSH
- How Other Countries Have Responded to the Evolving Landscape in OSH
- Introduction to OSHMP30
- Identification of Programmes and Activities
- Overall Framework of OSHMP30
- Highlights of OSHMP30
- Lagging Indicators for OSHMP30
- Leading Indicators for OSHMP30
- Key Stakeholders for the Implementation
- of OSHMP30





1.1. Evolving Landscape of OSH

Since the drafting of OSHMP25, several emerging trends have surfaced both locally and globally, highlighting the need for OSHMP30 to address these evolving challenges in occupational safety and health (OSH). One significant issue is climate change, which brings growing safety concerns, particularly for outdoor workers. The increased occurrence of extreme weather events, such as heat stress and flooding, calls for new guidelines and improved emergency response strategies. Similarly, the effects of the COVID-19 pandemic have underscored the importance of preparedness plans, PPE use, and exposure controls to safeguard workers, emphasising the need for proactive measures to ensure business continuity in future crises.

Another emerging trend is Malaysia's ageing population, with projections indicating that by 2044, 20% of the population will be aged 65 and above. This demographic shift will require adjustments in the workplace to manage increased health risks and provide support for older workers. Additionally, new workplace models have emerged, driven by the pandemic, including hybrid working arrangements and a rise in the gig economy and informal work. These shifts bring new challenges, such as the need for self-regulation guidelines and updated safety measures to accommodate diverse work environments.

Regulatory changes also play a key role in shaping the future of OSH practices. The amendments to the Occupational Safety and Health Act have expanded coverage and increased penalties for non-compliance, necessitating the integration of these updates into OSHMP30 to ensure robust enforcement and compliance. Furthermore, the growing focus on health and well-being in the workplace highlights the importance of managing mental health, stress, and work-life balance to prevent worker fatigue. With Malaysia ranking as the second lowest in the 2023 Global Work-Life Balance Index, addressing mental health in OSH has become an urgent priority.

Finally, technological advancements, particularly in AI, robotics, and automation, have improved efficiency but also introduced new risks, such as machine malfunctions and cybersecurity threats. These technological shifts require careful integration into OSH practices to ensure safety and mitigate potential hazards. As these emerging trends shape the future landscape, OSHMP30 must evolve to address these issues, ensuring a safer and healthier working environment for all.

[1] Kementerian Ekonomi. (2024, September 5-6). Persidangan permulaan, Rancangan Malaysia Ketiga Belas: Bagaimana Kita Mencoraknya. Kementerian Ekonomi.

1.2 How Other Countries Have Responded to the Evolving Landscape in OSH



Managing Psychosocial Risk Factors in the Workplace

Countries such as Singapore and Australia have prioritised addressing psychosocial risks in the workplace through dedicated strategies and guidelines. In October 2023, Singapore launched its National Mental Health and Well-Being Strategy, aimed at enhancing mental health support for employees. Similarly, Australia released its Blueprint for Mentally Healthy Workplaces in September 2021, focusing on protecting workers from risks to mental health and promoting wellbeing in the workplace. These efforts highlight the importance of proactive measures to create healthier, more supportive work environments.



Managing the Health and Well-Being of a Remote/Hybrid Workforce

With the rise of remote and hybrid work, countries have introduced initiatives to support employee well-being in these settings. Australia enacted Right to Disconnect Laws in February 2024 to safeguard employees' work-life balance and protect them from after-hours work communication. In Japan, the government revised its Guidelines to Promote Appropriate Introduction and Implementation of Telework in March 2021, addressing the physical and mental health needs of employees working remotely. These measures reflect the evolving nature of workplace safety and the need to adapt to new work arrangements.

[2] Ministry of Health. (2023). *National Mental Health and Well-Being Strategy.* https://www.moh.gov.sg/others/resources-and-statistics/national-mental-health-and-well-being-strategy—2023-
[3] National Mental Health Commission. (2021). *Blueprint for Mentally Healthy Workplaces.* https://ehq-production-australia.s3.ap-southeast-2.amazonaws.com/9611118d56f5fa8184c889715e9c0396976ec464original/1634591776/95ede608683e1891aeef950f0e6cb98f_Blueprint_for_Mentally_Healthy_Workplaces.pdf
[4] Fair Work Ombudsman. (2024). *Right to Disconnect.* https://www.fairwork.gov.au/employment-conditions/hours-of-work-breaks-and-rosters/right-to-disconnect
[5] Ministry of Labour and Welfare. (2021). *Guidelines to Promote Appropriate Introduction and Implementation of Telework.* https://telework.mhlw.go.jp/info/pdf/000828987.pdf





Addressing OSH Risks Associated with an Ageing Workforce

Japan and Singapore have taken steps to address the OSH challenges of an ageing workforce. Japan published its Guidelines for Age-Inclusive Workplaces in March 2020, emphasising ergonomic adjustments, flexible work arrangements, and reskilling opportunities for older workers. Similarly, Singapore introduced the Tripartite Standards on Age-Friendly Workplaces in 2017 to promote awareness and best practices for supporting older employees through training and reskilling initiatives. These programmes underscore the importance of inclusive strategies to accommodate an ageing workforce.

Increased Focus on Occupational Health and Well-Being

Countries like China and the UK have adopted broader strategies to enhance occupational health and well-being. China developed its National Occupational Disease Prevention and Control Plan 2021–2025, focusing on raising awareness, preventing, and treating occupational diseases. Meanwhile, the UK launched its Health and Safety Executive (HSE) Strategy 2023–2032, which prioritises reducing work-related ill health, particularly focusing on protecting mental well-being in the workplace. These comprehensive initiatives reflect the global commitment to improving workplace safety and health standards.

[6] Ministry of Labour and Welfare. (2020). *Guidelines for Age-Inclusive Workplaces.* https://jsite.mhlw.go.jp/miyagi-roudoukyoku/content/contents/000953884.pdf

[7] Tripartite Alliance for Fair and Progressive Employment Practices. (2017). *Learn about the Tripartite Standards.* https://www.tal.sg/tafep/getting-started/progressive/tripartite-standards#:~:text=Practices%20you%20need%20to%20adopt%20for%20this%20Tripartite%20Standard&text=A%20member%20of%20the%20senior,for%20older%20employees%20are%20implemented.

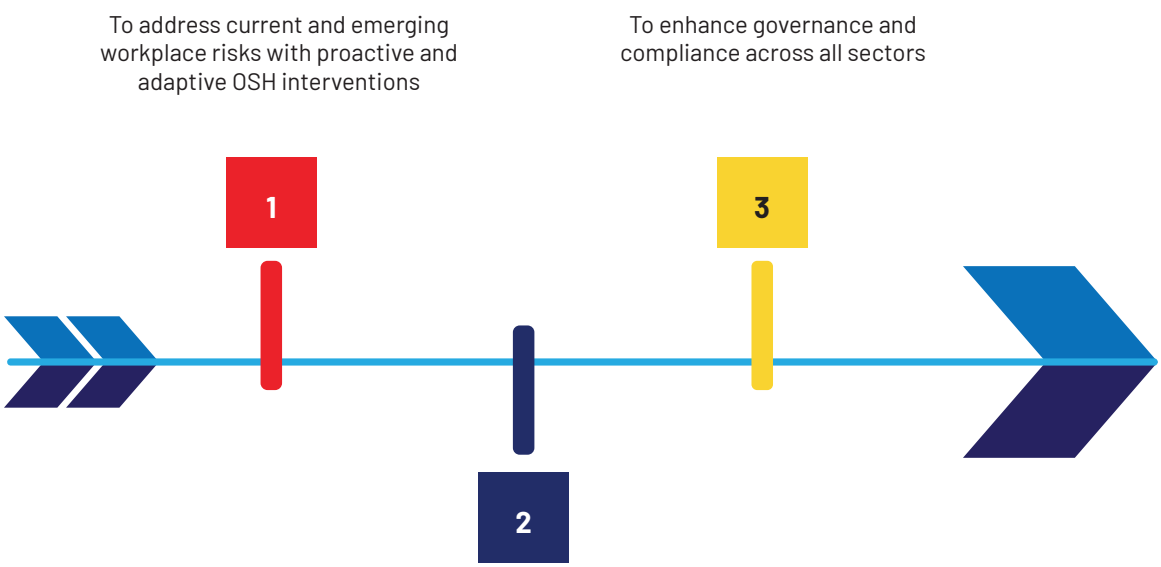
[8] East and South Coastal Information Hub. (2021). *National Occupational Disease Prevention and Control Plan 2021–2025* https://www.sohu.com/a/511607263_121106994

[9] Health and Safety Executive. (2023). *Protecting People and Places Health and Safety Executive (HSE) Strategy 2023–2032.* https://www.hse.gov.uk/aboutus/assets/docs/the-hse-strategy.pdf

1.3. Introduction to OSHMP30

The Occupational Safety and Health Master Plan 2026-2030 (OSHMP30) represents the country's strategic vision to enhance workplace safety and health standards in alignment with future workforce needs. It is a forward-looking framework designed to address current challenges, adapt to emerging risks, and foster sustainable practices across all sectors. Through targeted interventions, innovative solutions, and strong governance, OSHMP30 aims to create a resilient and inclusive OSH ecosystem. By prioritising worker wellbeing, promoting technological adoption, and strengthening compliance, OSHMP30 seeks to position Malaysia as an international leader in OSH and subsequently contribute to sustainable economic growth.

Objectives



Mission

To advance OSH in Malaysia by fostering innovation, inclusivity, and strong governance to safeguard worker well-being and drive sustainable economic growth.

The mission of OSHMP30 is to advance OSH in Malaysia through innovation, inclusivity, and strong governance. By safeguarding worker well-being and addressing workplace risks, the mission supports sustainable economic growth while ensuring a healthier, safer, and more productive workforce.

Vision

To create a resilient, inclusive, and forward-looking OSH ecosystem that ensures the safety, health, and well-being of all workers.

The vision of OSHMP30 is to establish a resilient, inclusive, and forward-looking OSH ecosystem. It aims to embrace innovation, adapt to emerging challenges, and prioritise the safety, health, and well-being of Malaysia's diverse and evolving workforce. This vision reflects the commitment to building a sustainable and adaptable OSH environment that meets the demands of the future.

Theme

The theme for OSHMP30 is built on three fundamental principles, focusing on being forward-looking, highlighting the need for resilient OSH practices in Malaysia, and systematically ensuring that the needs of all workers are catered to.

"Building a **Resilient** and **Inclusive** OSH Environment for the **Future Workforce**"



Resilient

Highlights the need for **adaptability and preparedness**, particularly in response to emerging occupational safety and health challenges such as hybrid work models. Psychosocial risks like mental health issues, and climaterelated risks.



Inclusive

Emphasis incorporating and prioritising **diverse workforce segments,** such as gig and informal economy workers. SMEs, ageing employees and underserved sectors.



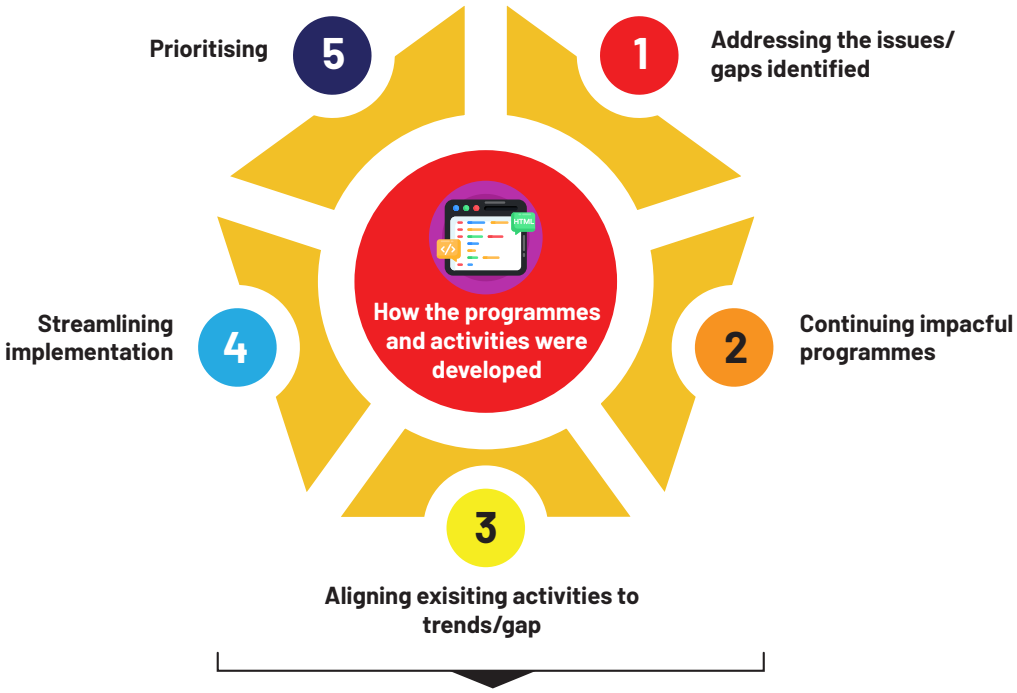
Future Workforce

Recognising the future workforce because of how **evolving the landscape** is. We have seen how digital transformation, the gig economy and hybrid work cultures have reshaped the work environment and by committing to the "future" workforce, we showcase the theme underscores a commitment to forward-looking policies.

1.4 Designing the Programmes and Activities

The programmes and activities were designed to address key gaps, build on past successes, and align with future priorities, ensuring a comprehensive and strategic approach for the upcoming OSHMP30 Without reinventing the wheel, we retained programmes that were providing a positive impact, enhanced certain programmes that needed to be "tweaked" and created 29 new activities. This was built on our "Create", "Retain" and "Enhance" model.

A comprehensive analysis of key findings is essential in shaping OSHMP30 activities. Each planned initiative is based on an indepth assessment of current challenges, gaps in OSH implementation, and stakeholder-identified needs.



29 New Activities | **24** Enhanced Activities | **6** Retained Activities


DHL
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1.5 Overall Framework of OSHMP30

The OSHMP30 builds upon the successes and lessons of the previous master plan while addressing new and emerging challenges in workplace safety and health. Recognising the evolving nature of industries, workforce demographics, and global trends, this master plan introduces **six (6) strategic thrusts** designed to bridge gaps in governance, enhance accessibility to health services, integrate technology, and foster compliance across all sectors.

Each thrust is deliberately named and structured to emphasise **innovative approaches, inclusivity, and collaboration,** ensuring that this plan represents a forward-looking strategy to meet the demands of a dynamic work environment. Through these thrusts, the master plan aims to create a safer, healthier, and more sustainable occupational landscape while retaining the foundational principles of past efforts.

This master plan aspires to cultivate a culture of safety, improve health outcomes, and empower all stakeholders to proactively manage occupational risks. Each thrust emphasises innovation, inclusivity, and collaboration to address key challenges such as the rise of gig and platform-based workers in urban centres like Kuala Lumpur and Johor Bahru, safety concerns in high-risk sectors such as construction, palm oil plantations, and logistics and limited access to occupational health services in rural areas and among migrant worker populations.

By leveraging insights from the previous plan, the OSHMP30 aims to achieve measurable outcomes, including **reduced workplace incidents, enhanced compliance, and a more resilient and adaptive workforce.**

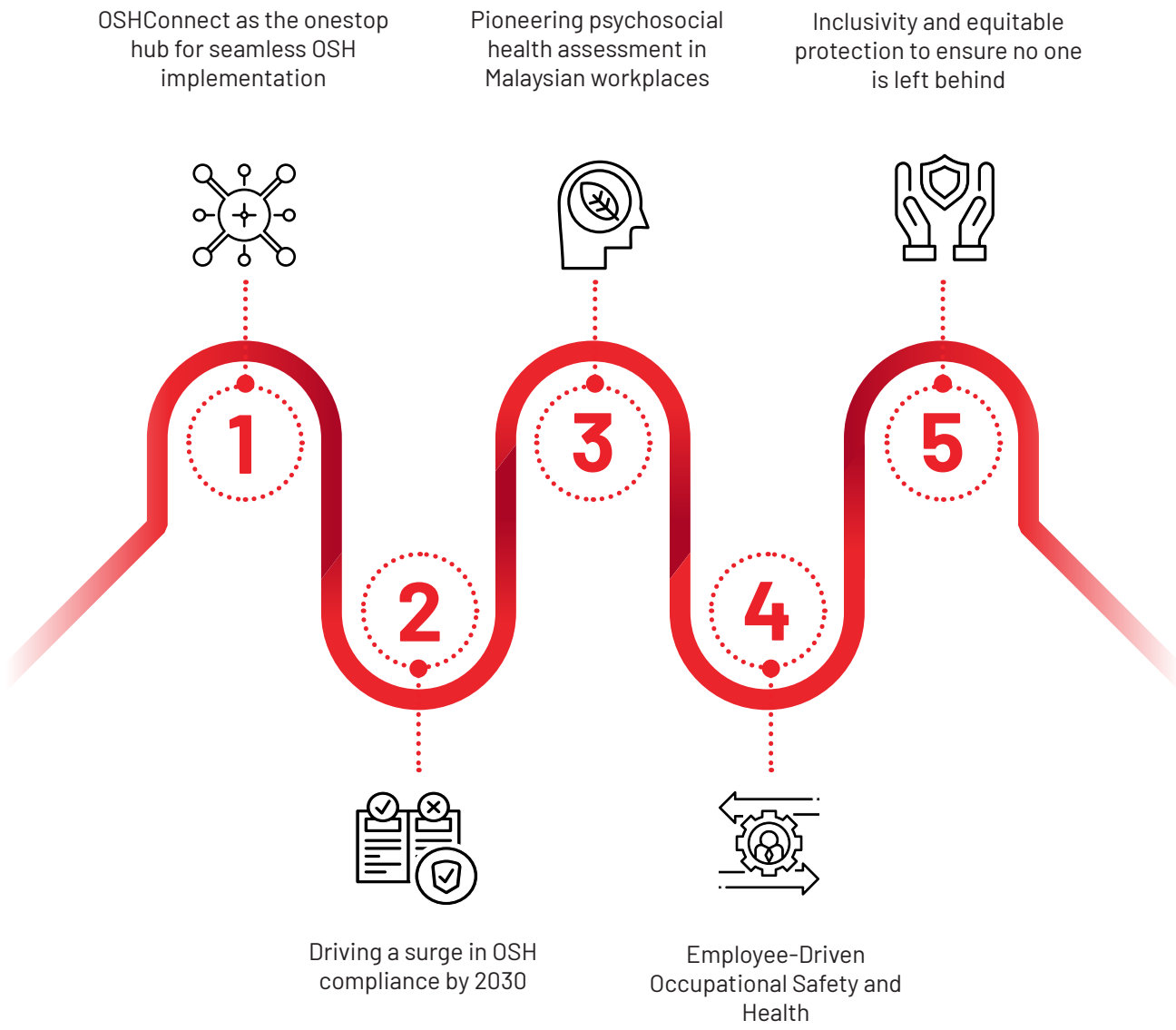
1.6 Alignment to National Policies and SDG Goals

OSHMP30 is a comprehensive framework designed to enhance OSH across all sectors in Malaysia, ensuring a safer, healthier, and more resilient workforce. Aligned with the United Nations Sustainable Development Goals (SDGs), the initiative integrates global sustainability priorities such as **SDG 3** (Good Health and Well-Being), **SDG 4** (Quality Education), **SDG 8** (Decent Work and Economic Growth), and **SDG 9** (Industry, Innovation, and Infrastructure) into its strategic objectives. These goals underscore OSHMP30's commitment to advancing workplace safety, fostering innovation, and promoting holistic worker well-being.

The framework is further harmonised with Malaysia's national development agendas, including the 13th Malaysia Plan (RMK-13), the National Industrial Master Plan 2030, and the National Mental Health Strategic Plan (2020–2025). By supporting these policies, OSHMP30 not only prioritises physical safety but also champions mental health initiatives, digital transformation, and equitable economic growth. This dual focus ensures that workplace safety measures evolve in tandem with broader societal and economic advancements.

Additionally, OSHMP30 drives technological progress by aligning with the Fourth Industrial Revolution Policy and the National Science, Technology, and Innovation Policy (DSTIN). Through the adoption of cuttingedge technologies—such as AI-driven risk assessments and integrated digital platforms for OSH monitoring—the initiative enhances real-time hazard management and datadriven decision-making. These innovations position Malaysia's industries to thrive in a rapidly digitising global economy while maintaining rigorous safety standards.

1.7 Highlights of OSHMP30



Highlight

1

OSHConnect as the onestop hub for seamless OSH implementation

OSHMP30 aims to **create a centralised digital system that consolidates all existing OSH-related e-services under DOSH** into a single, streamlined platform. This one-stop hub will integrate current platforms including MyKKP, MySKUD, the Ageing Plant Information System, CIMS, OSHACC, SiRAC, and other relevant platforms as well as incorporate new features such as occupational health risk assessment, broadcasting channel directory, best practices compilation and anonymous reporting tool.

Key Activities/Actions:

- Anonymous Reporting Tool (workplace psychosocial health)
- Broadcasting Channel Directory (OSH information channels for agencies, industries, etc.).
- Occupational Health Risk Assessment Tool.
- List of Best Practices by Sector.

Outcome:

OSHConnect is designed to streamline OSH management by **reducing administrative burdens and providing a centralised digital platform for seamless access by both employers and employees.** This platform accelerates document processing, ensures faster information dissemination, and offers a centralised repository for OSH-related data to enhance transparency and stakeholde understanding. Expected outcomes include a more systematic approach to OSH management, improved regulatory compliance, reduced workplace accidents and occupational diseases through faster interventions, and stronger alignment between government agencies, employers, and employees, ultimately fostering a safer and more efficient work environment.

Highlight

2

Driving a surge in OSH compliance by 2030



OSHMP30 strengthens compliance through **robust enforcement mechanisms, including performance audits, periodic inspections, and a structured rating system.** Non-compliance will be subject to corrective actions, while sustained adherence and continuous improvement will be recognised, ensuring that OSH remains a top priority for long-term protection, accountability, and workplace safety excellence.

Key Activities/Actions:

- Performance-based audit.
- Collaboration with local authorities to conduct regular compliance audits for MSMEs and high-risk sectors.
- Assessment of Competent Persons (OK) and Trained Persons by leveraging the CEP points system.
- Evaluation of OSH training providers.

Outcome:

By 2030, enhanced OSH compliance will significantly **reduce workplace accidents and occupational diseases, creating safer work environments and improving employee well-being.** This shift will drive higher productivity, lower incidentrelated costs, and strengthen industry competitiveness through sustainable occupational safety and health practices.

Highlight

3

Pioneering psychosocial health assessment in Malaysian workplaces

OSHMP30 spearheads the **implementation of nationwide workplace audits, ensuring comprehensive psychosocial risk assessments** and targeted interventions to proactively mitigate risks such as workload stress, organisational culture challenges, and work-life balance issues.

Key Activities/Actions:

Conduct systematic workplace audits across industries to drive effective psychosocial risk management, ensuring risks are identified, assessed, and eliminated efficiently.

Empower employees to proactively report psychosocial hazards and workplace-related mental health concerns through the anonymous reporting tool, fostering a culture of accountability and early intervention.

Outcome:

By embedding comprehensive **psychosocial risk assessments into workplace audits** and enabling proactive employee reporting, OSHMP30 will drive a systemic shift towards healthier, more resilient work environments. Organisations will be **equipped with data-driven insights** to identify and eliminate psychosocial hazards, fostering a culture of accountability, early intervention, and well-being. As a result, businesses will see reduced absenteeism, enhanced productivity, and stronger workforce engagement.

Highlight 4

Employee-driven occupational safety and health

OSHMP30 ensures that all employees are aware of their right to a safe and secure working environment while **empowering them to proactively report workplace concerns, including sexual harassment, bullying, and psychosocial hazards.**

Key Activities/Actions:

Strengthening employees' right to withdraw from hazardous or high risk situations, ensuring their safety and health remain a priority.

Encouraging employees to report any non-compliance with OSHA 1994, including sexual harassment, bullying, and psychosocial risks, through an anonymous reporting tool, fostering a culture of transparency and accountability.

Ensuring all workers are fully aware of their employers' responsibilities for their safety and health under the Occupational Safety and Health Act (OSHA) 1994

Outcome:

By embedding employee-driven safety and accountability into workplace practices, OSHMP30 will **foster a transparent, proactive, and compliance-oriented safety and health culture**. Employees will be empowered to act on workplace risks, ensuring swift identification and resolution of hazards. Emphasising protections for interns and high-risk workers will drive regulatory compliance and incident prevention.

Highlight

5

Inclusivity and equitable protection to ensure no one is left behind

OSHMP30 adopts a holistic and inclusive approach, **encompassing all workforce segments, including informal, gig, hybrid, and aging workers, as well as those in outdoor-intensive industries such as agriculture and construction.** By factoring in climate change and demographic shifts, the plan ensures that the unique needs and challenges of each worker group are recognised and effectively addressed.

Key Activities/Actions:

- Guidelines to support an ageing workforce, including flexible work arrangements and ergonomic interventions.
- Development of management guidelines to address extreme weather conditions and climate change-related hazards.
- Regular forums between DOSH and emerging relevant stakeholders, such as gig workers, the ageing population, and hybrid workforce representatives.

Outcome:

OSHMP30 adopts a holistic and inclusive approach to OSH, ensuring that **no workforce segment is overlooked**. By integrating informal, gig, hybrid, and ageing workers, as well as those in outdoor-intensive industries, the plan **strengthens comprehensive and equitable protection.** Additionally, by addressing factors such as climate change and demographic shifts, OSHMP30 enables more agile policies and targeted interventions to tackle emerging challenges. This approach enhances worker well-being, strengthens workforce resilience, and continuously mitigates the risk of occupational accidents and diseases, ultimately fostering a safer, more sustainable, and future-ready work environment

Theme:
Building a Resilient and Inclusive OSH Environment for the Future Workforce



Figure 1: OSHMP30 overall framework

1.8 Lagging Indicators for OSHMP30

OSHMP30 demonstrates Malaysia's strong commitment to enhancing OSH effectiveness by establishing ambitious targets for key lagging indicators. A primary objective is to reduce the fatal occupational injury rate to **2.25 per 100,000 employees by 2030**, reflecting advancements in preventive measures and effective enforcement of OSH regulations. Concurrently, the programme aims to lower the occupational injury rate to **2.20 per 1,000 employees by 2030,** emphasising proactive risk management and continuous workplace safety improvements.

Furthermore, OSHMP30 seeks to systematically monitor occupational diseases by establishing a standardised occupational disease rate. Through interventions and enhanced occupational health assessments, the occupational disease rate is projected to be recorded at **59.8 cases per 100,000 employees by 2030.** This underscores efforts to raise awareness of occupational health risks, strengthen diagnostic capabilities for early detection, and implement robust reporting mechanisms to effectively capture and address workplace health issues.



Fatal Occupational Injury Rate

To reduce the fatal occupational injury rate to **2.25 for every 100,000 employees** in 2030.



Occupational Injury Rate

To reduce the non-fatal occupational injury rate to **2.20 for every 1,000 employees** in 2030.



Occupational Disease Rate

Successful interventions and occupational health assessment will result in an occupational disease rate of **59.8 cases per 100,000 employees** by 2030.

Figure 2: Proposed targets for lagging indicators in OSHMP30

1.9 Leading Indicators for OSHMP30

Several potential leading indicators have been identified that are expected to enhance the upcoming OSH master plan. These indicators are grouped into six main categories as detailed below:

1

Enforcement Stringency:

This category includes indicators such as the number of non-compliance cases investigated, the number of enforcement officers in place and the frequency of safety audits conducted by enforcers. These indicators help in assessing the stringency of enforcement efforts, identifying industries with higher levels of non-compliance and allowing for more targeted interventions. When measured over time, this group of indicators can help determine whether enforcement strategies are successfully deterring non-compliance.

2

Employee Participation:

Indicators in this category, such as the participation rate of senior management in OSH training and the number of workers involved in developing OSH-related programmes, offer insights into the level of OSH ownership within the workforce. When management is actively involved in shaping OSH policies and programmes, it fosters a sense of responsibility, resulting in more effective and lasting occupational safety and health outcomes across the organisation. These indicators are crucial in promoting strong leadership engagement in safety practices.

3

Management and Leadership:

This category includes indicators such as the number of health and wellness programmes conducted, the number of safety training and education initiatives, and the participation rate of employees in OSH-related activities. These indicators are essential for assessing the proactive measures taken by employees and employers to mitigate workplace risks. By segmenting these indicators by industry and organisation size, companies can identify gaps in employee engagement and deliver more targeted support to ensure higher participation in safety and health programmes.

4

Hazard Prevention and Control:

This category focuses on the number of safety inspections conducted following near-miss reports and the number of corrective measures taken. These indicators help assess how well preventive actions are taken to avoid future incidents and ensure that safety risks are mitigated effectively. By tracking near misses and the subsequent corrective actions, organisations can identify non-compliance issues early and assess whether enforcement strategies are deterring unsafe behaviours.

5

Early Detection of Occupational Diseases:

Indicators in this category include self-reported symptom monitoring and the frequency of health screenings and medical surveillance. These indicators provide early detection of potential health risks, enabling companies to address workplace hazards before they escalate. Through early detection and monitoring, organisations can intervene promptly to protect worker health, reduce illness severity, and lower absenteeism.

6

Safe and Healthy Work Culture Index:

This indicator measures overall performance and determines the maturity level of Malaysia's safe and healthy work culture, particularly its progress towards achieving a generative safety culture by 2030. Promotional initiatives will be intensified to encourage companies to adopt OSH practices more widely, thereby strengthening Malaysia's OSH Culture Index.



1.10 Key Stakeholders for the Implementation of OSHMP30

OSHMP30 will rely on a collaborative framework involving both public and private stakeholders to ensure a dynamic partnership that integrates regulatory, governance, and industry expertise. This collaboration aims to drive impactful and inclusive advancements in OSH. The structure is overseen by the OSHMP30 Governing Committee, which provides strategic direction, while the OSHMP30 Implementation Committee ensures operational execution.

Each strategic thrust is led by strategic thrust leads, whose primary role is to oversee the development, coordination, and implementation of targeted programmes within their respective strategic thrusts. These leads ensure that the initiatives align with OSHMP30's overarching goals and strategic priorities, bridging the gap between planning and execution.

Supporting these leads are the supporting stakeholders, consisting of both public and private sector organisations. These stakeholders play a crucial role in providing technical expertise, industry-specific

insights, and resources necessary for the implementation of initiatives. Public sector stakeholders include agencies such as NIOSH, MOH, MOSTI, and PERKESO, which contribute regulatory oversight and policy alignment. Private sector and association stakeholders, including FMM, MEF, NGOs, and academic institutions, offer industry-specific perspectives, workforce training, and research-driven solutions.

Together, this collaborative structure ensures the effective implementation of OSHMP30, addressing the unique needs and challenges across various industries and regions while promoting a culture of safety and health accountability.



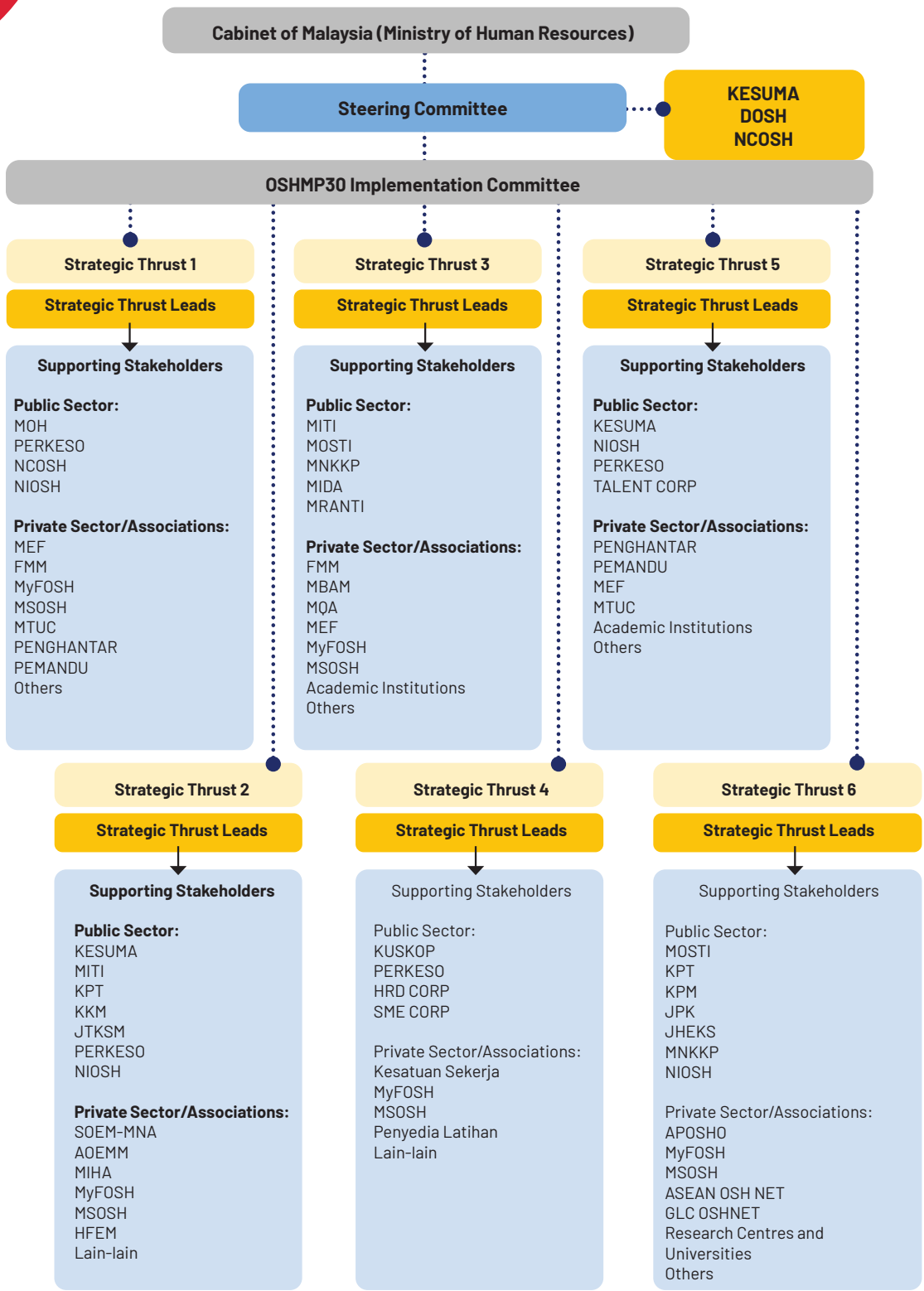


Figure 3: Key implementation stakeholders for OSHMP30

IMPLEMENTATION MODEL OF OSHMP30

- Introduction
- Implementation Model
- Six Key Steps of the Implementation Model
- Implementation Model Framework





2.1 Introduction

The OSHMP30 represents the country's commitment to fostering a safe, healthy, and productive work environment across all industries. Guided by national priorities and international best practices, the master plan aims to address emerging workplace challenges, enhance compliance with regulatory standards, and instil a culture of safety, health, and prevention.

Guided by the principles of prevention, OSHMP30 emphasises the importance of proactive risk management, capacity building, and stakeholder collaboration. Its overarching goal is to reduce workplace accidents and illnesses and contribute to the broader objectives of sustainable economic growth and enhanced quality of life for workers.

This section **outlines the strategic approach to implementing OSHMP30, highlighting the justification for key activities and key performance indicators** designed to achieve measurable outcomes. By leveraging insights from previous initiatives, stakeholder engagements, and data-driven planning, the implementation framework aims to ensure alignment with the master plan's vision of a safer and healthier workplace for all.

2.2 Implementation Model

The implementation model for OSHMP30 is guided by four key principles to ensure the effective execution of its strategic thrusts, programmes, and activities. **Firstly, Strategic Alignment with National Policies** ensures that all activities and KPIs are closely aligned with Malaysia's national policies, the United Nations Sustainable Development Goals (UN SDGs), and the overarching vision of creating a sustainable and actionable OSH framework.

Secondly, Evidence-Based Planning forms the foundation of all action steps, leveraging robust data such as historical trends, industry-specific risks, and insights gained from stakeholder consultations to develop well-informed strategies.

Thirdly, an Integrated Approach for Collaboration promotes coordination among government agencies, educational institutions, and industry associations to foster a holistic effort in addressing workplace safety.

Finally, Accountability and Monitoring is prioritised by establishing clear mechanisms for tracking KPIs and evaluating the impact of activities, ensuring transparency and continuous improvement throughout the implementation of OSHMP30. These principles collectively aim to create a comprehensive and effective OSH framework.



Figure 4: Guiding principles of the implementation model

2.3 Six Key Steps of the Implementation Model

The implementation model for OSHMP30 operates as a **cyclical process comprising six key steps to achieve its vision.**

The first step, Assessment and Prioritisation, involves identifying high-risk sectors, emerging trends, and areas requiring intervention using data-driven insights to allocate resources effectively.

Next, Planning and Design focuses on developing targeted activities and KPIs tailored to specific risks and aligned with strategic outcomes, ensuring inclusivity and relevance.

This is followed by Execution and Capacity Building, which emphasises implementing programmes and building workforce and industry capacity to foster a proactive and sustainable safety and health culture.

Monitoring and Evaluation is the fourth step, where progress is tracked against KPIs using tools such as dashboards to ensure accountability and facilitate improvements.

The fifth step, Stakeholder Engagement, gathers input from workers, employers, and regulators to refine activities and address on-ground challenges collaboratively.

Finally, Continuous Improvement and Adaptation integrates lessons learned and adapts strategies to emerging risks, ensuring long-term relevance and effectiveness. This cyclical process ensures that OSHMP30 remains dynamic and responsive to evolving workplace safety needs.



Source: Adopted from the Plan-Do-Check-Act (PDCA) or Deming Cycle frameworks

Figure 5: Key steps of the implementation model

2.4 Implementation Model Framework

The implementation model for OSHMP30 follows the Plan-Do-Check-Act (PDCA) framework, as outlined in ISO 45001:2018, to ensure continuous improvement and alignment with international OSH standards.

The first step, Assessment and Prioritisation, focuses on identifying high-risk sectors, such as manufacturing and healthcare, based on national injury statistics and emerging trends, like remote work and associated risks. Data-driven insights from workplace inspections and global benchmarks are used to allocate resources effectively.

The second step, Planning and Design, involves developing targeted programmes and activities tailored to identified risks, such as ergonomic training or chemical hazard awareness. Measurable KPIs are established, ensuring inclusivity for MSMEs and underrepresented groups.

The third step, Execution and Capacity Building, centres on implementing training programmes for OSH professionals, fostering a safety and health cultures through peer safety audits, and leveraging technologies such as mobile apps or AI tools for hazard reporting.

In the fourth step, Stakeholder Engagement, workers, employers, unions, and regulators collaborate to co-create solutions, address on-the-ground challenges, and improve OSH practices through regular feedback sessions.

The fifth step, Monitoring and Evaluation, ensures accountability by tracking KPIs through digital dashboards, conducting audits, and refining strategies based on evaluation results.

Finally, Continuous Improvement and Adaptation integrates lessons learned, addresses emerging risks such as AI and IoT impacts, and updates processes to ensure long-term relevance and effectiveness. This cyclical model drives resilience, inclusivity, and future workforce readiness.

1 Assessment and Prioritisation

Identify high-risk sectors such as manufacturing, construction, or healthcare based on national injury statistics. Leverage emerging trends, such as the rise in remote work and its associated risks. Use data-driven insights from workplace inspections, national OSH statistics, and global benchmarks to allocate resources effectively.

2 Planning and Design

Develop specific programmes and activities aligned with identified risks (e.g. ergonomic training in offices or chemical hazard awareness in factories) Establish measurable KPIs, such as reducing workplace incidents by a set percentage annually. Ensure that activities are inclusive and cater for the needs of all stakeholders, including SMEs and underrepresented groups.

3 Execution and Capacity Building

Implement training programmes for OSH professionals and workplace supervisors. Launch initiatives to build safety cultures, such as peer safety audits or rewards programmes for compliance. Utilise technology, such as mobile apps or AI tools, for hazard reporting and analysis.

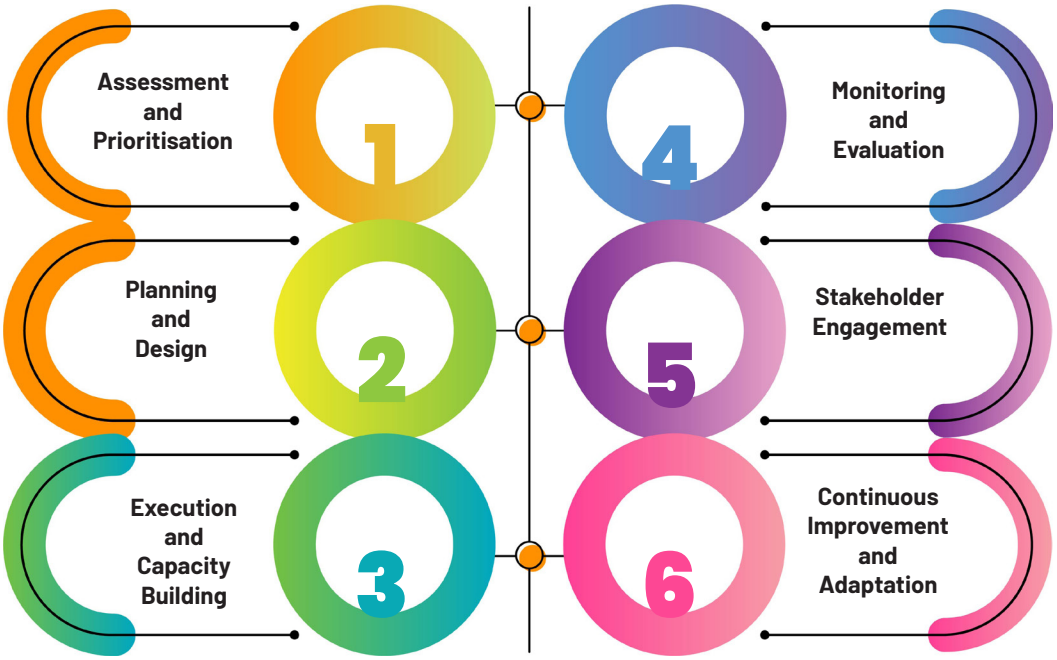


Figure 6: Key steps of the implementation model

4 Monitoring and Evaluation

Engage workers, employers, unions and regulators in co-creating OSH solutions. Host regular forums and feedback sessions to address on-the-ground challenges. Highlight collaborative efforts that have led to tangible improvements is OSH practices.

5 Stakeholder Engagement

Implement digital dashboard to track KPI progress and compliance levels. Conduct regular audits and inspections to ensure programmes are effective. Use evaluation results to refine strategies and address gaps in implementation.

6 Continous Improvement and Adaptation

Integrate lessons learned from the monitoring phase to improve processes. Stay updated on global OSH trends, such as the impact of AI or IoT on workplace safety. Adapt strategies to meet new and emerging risks, ensuring the framework's relevance and effectiveness.

STRATEGIC THRUST 1: ADVANCING OSH GOVERNANCE STRATEGICALLY

- Introduction
- Thrust Objective
- Programme 1: Strengthening OSH Regulatory Frameworks and Governance Structures
- Programme 2: Advancing OSH Compliance Through Enhanced Enforcement and Promotion of Self-Regulation
- Programme 3: Reinforcing Collaboration Among Government Agencies, OSH Related Associations and Industry Stakeholders
- Programme 4: Improving OSH Practices in Workplaces
- Programme 5: Enhancing WRRS for the Evolving Workforce





3.1 Introduction

OSH is fundamental to worker well-being and national productivity. However, significant gaps remain in the enforcement of OSH regulations, particularly in ensuring consistent compliance across sectors. These challenges highlight the urgent need for regular updates to laws, policies, and guidelines to effectively address workplace safety risks. Strengthening governance requires close collaboration between government agencies, industries, and associations. Stakeholder feedback underscores the need for a more cohesive approach to promote accountability and self-regulation. This strategic thrust goes beyond enforcement by encouraging stakeholders to take a more proactive role in ensuring compliance and fostering a culture of workplace safety and health.

Strategic Thrust 1: Advancing OSH Governance Strategically **focuses on a holistic governance approach that goes beyond enforcement, integrating regulatory oversight, shared responsibility, and stakeholder collaboration.** While self-regulation is crucial, effective enforcement ensures consistent compliance, especially in highrisk sectors. To stay relevant, laws and policies must adapt to emerging risks and industry changes. Stronger collaboration between government, industries, and associations fosters compliance, proactive governance, and a resilient OSH framework.

3.2 Thrust Objective

To establish a robust framework that **strengthens governance, enforces compliance, and promotes self-regulation** among MSMEs, GLCs, private companies, and public sector stakeholders, driving accountability through effective monitoring, stakeholder collaborations, and workplace interventions.

PROGRAMME 1:

3.3 Strengthening OSH Regulatory Frameworks and Governance Structures

This programme enhances operational efficiency by modernising OSH regulatory frameworks and strategically advancing OSHMP and OSH promotion efforts. Through systematic reviews and updates, it ensures that regulations remain effective, well-coordinated, and responsive to industry needs. The development and implementation of a targeted OSH Promotion Plan further strengthen compliance, fostering a culture of safety, health and accountability. This ensures OSH enforcement remains robust, adaptable, and aligned with evolving workplace safety and health challenges.

The programme is expected to strengthen OSH compliance by ensuring that regulations remain effective, adaptable, and aligned with industry needs. Through systematic reviews and modernisation of the OSH regulatory framework, it fosters sustained adherence to OSH standards, creating a safer and healthier work environment while promoting accountability. Additionally, the strategic development and implementation of an OSH Promotion Plan will enhance awareness, drive proactive compliance, and cultivate a strong commitment to workplace safety that evolves with emerging risks and sector-specific challenges.

Activities:

A1

Systematic review and modernisation of the current OSH Regulatory Framework

A2

Strategic development and implementation of an OSH Promotion Plan



PROGRAM 2:

3.4. Advancing OSH Compliance through Enhanced Enforcement and Promotion of Self-Regulation

This programme complements selfregulation by introducing robust enforcement mechanisms to strengthen OSH compliance. Performance-based audits will ensure greater accountability, while integrating OSH into financial and procurement systems motivates organisations to prioritise safety. Awareness campaigns will emphasise the advantages of OSH compliance as well as its importance in ESG compliance, encouraging organisations, especially MSMEs to adopt safety practices. These combined efforts will enhance adherence to OSH standards and cultivate a lasting culture of workplace safety and health across all sectors.

The programme aims to significantly elevate OSH standards by ensuring widespread, consistent compliance across organisations of all sizes, from MSMEs to large corporations. The integration of OSH into financial and procurement systems, coupled with performance-based audits, will create a systematic approach that rewards safety-focused organisations. Awareness initiatives will lead to increased understanding and acceptance of OSH's value, driving proactive safety measures. As a result, organisations will embed safety into their operations, ensuring a more resilient and sustainable culture of workplace safety and health.

Activities:

A1

Increase frequency of performance-based audits to enhance OSH enforcement

A2

Include OSH as a value-added consideration in bank loans, government procurements and contracts

A3

Raising awareness of OSH compliance benefits to foster self-regulation

A4

Positioning OSH as a core component of ESG compliance in the export industry

PROGRAMME 3:

3.5 Reinforcing Collaboration Among Government Agencies, OSH related Associations and Industry Stakeholders

The lack of coordination among government agencies, OSH associations, and the industry leads to uneven awareness and implementation of OSH practices. Some sectors have strong awareness, while others lack knowledge and resources, resulting in inconsistent understanding of current OSH programmes and initiatives. **Strengthening collaboration through streamlined information dissemination channels, regular forums, and stronger partnerships between state-level DOSH offices and associations** aims to ensure consistent awareness, understanding, and communication of OSH practices and programmes across all stakeholders.

Strengthening coordination among government agencies, OSH associations, and industry stakeholders will establish a unified approach to OSH practices, ensuring greater awareness and consistent implementation across sectors. By fostering closer relationships with associations, this collaboration will not only amplify outreach efforts, enhance compliance, and foster transparency but also ease the burden on DOSH by enabling associations to step up and support OSH initiatives. A collective effort will streamline the roll-out of OSH programmes, minimise workplace risks, and create safer, healthier work environments nationwide.

Activities:

A1

Enhancing MyKKP as a centralised hub for OSH information and services structured OSH information dissemination through integrated communication channels

A2

Conducting regular forums between DOSH and relevant stakeholders to build rapport

A3

Enhancing collaborations between state DOSH and associations for increased OSH implementation



PROGRAMME 4:

3.6 Improving OSH Practices in Workplaces

Improving workplace OSH practices is critical for fostering safe and inclusive environments that prioritise employee well-being and safety. Despite existing policies, challenges such as inconsistent OSH implementation, lack of reference materials for industry-specific practices, and workplace bullying/ harassment remain prevalent. By **promoting the integration of OSH into key business processes,** such as disclosures for LEAP Market companies, strengthening antiharassment measures and focusing on for top management, this programme emphasises the need for streamlined guidance, robust enforcement and leadership commitment to create sustainable improvements in workplace safety and health practices.

This programme aims to establish workplaces that set high OSH standards by integrating best practices and promoting transparency through LEAP Market Disclosures. It will expand OSH reporting within the LEAP market and encouraging companies to include OSH practices in their disclosures. Moreover, strengthening enforcement on antibullying and sexual harassment will further solidify a culture of safety, well-being, and inclusivity, ensuring the health and safety of employees. Additionally, a continuous development programme for top management will be introduced, focusing on empowering senior leaders to champion OSH and foster a strong workplace safety and health culture. This integrated approach will reduce workplace risks, improve employee satisfaction, and boost productivity, positioning organisations as role models for workplace safety and health standards.

Activities:

A1

Promote Integration of OSH practices as part of LEAP Market Disclosures

A2

Develop a compiled list of best practices according to industry for easy and streamlined reference

A4

Executive development programme on occupational safety and health for building a workplace safety and health culture

PROGRAMME 5:

3.7 Enhancing WRRS for the Evolving Workforce

WRRS has become increasingly critical due to rising work-related road incidents, the growth of the gig economy, and the expanding use of transportation services across various industries. As more workers, including delivery drivers, logistics personnel, and gig economy workers, rely on road travel to perform their duties, the risk of accidents and fatalities increases. Many organisations lack the infrastructure, policies, and awareness needed to effectively manage these risks. Strengthening WRRS is essential to safeguard the well-being of these workers, ensure compliance with safety standards, and enhance productivity.

By implementing this programme, **Malaysia will establish a more resilient and proactive WRRS culture.** Organisations will be better equipped to manage road safety risks through targeted training, the adoption of ISO 39001 standards, and comprehensive awareness initiatives. The programme will reduce work-related road accidents, enhance the safety of gig and transportation workers, and improve overall compliance with road safety regulations.

Activities:

1

Strengthening management of work-related road safety (WRRS)

2

Driving WRRS awareness and industry certification


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STRATEGIC THRUST 2: CHAMPIONING EMPLOYEE HEALTH AND WELL-BEING

- Introduction
- Thrust Objective
- Programme 1: Strengthening the Role and Accessibility of Occupational Health-Related Professionals
- Programme 2: Improving Access to Occupational Health Services
- Programme 3: Applying Prevention through Design (PtD) Methods to Occupational Health Management
- Programme 4: Addressing Emerging Occupational Health Risks





4.1 Introduction

Occupational health is a key component in safeguarding worker well-being and ensuring the efficiency of the national workforce. However, there are significant disparities in access to occupational health services, particularly in rural and underserved areas. This strategy highlights the **need for targeted interventions to support an ageing workforce and address the growing challenges related to psychosocial risk factors.** By focusing on preventive care and psychosocial support, this approach aligns with global best practices and stakeholder expectations. The emphasis on inclusivity in its title reflects a commitment to ensuring broader access to meet both existing and emerging occupational health needs.

Strategic Thrust 2: Championing Employee Health and Well-being focuses on enhancing the effectiveness and reach of occupational health services. This thrust aims to provide more balanced and comprehensive access, enabling the national workforce to remain productive and healthy.

4.2. Thrust Objective

To broaden the availability of comprehensive occupational health services, **with an emphasis on psychosocial risk factors, the needs of an ageing workforce, and preventive care to improve overall well-being** and reduce occupational diseases.

PROGRAMME 1:

4.3 Strengthening the Role and Accessibility of Occupational Health Related Professionals

As of 2022, Malaysia had 1,599 active Occupational Health Doctors (OHDs). This number is insufficient to meet the country's needs. This shortage comes with unclear role specifications and limited diagnostic skills, leading companies, particularly smaller ones seeking to reduce costs, to bypass their expertise. Additionally, insufficient incentives for reporting occupational diseases discourage thorough documentation and accurate reporting on occupational diseases. In efforts to expand access to occupational health and well-being services, Occupational Health Doctors (OHDs), Occupational Health Nurses (OHNs), as well as general practitioners, specialist doctors, radiologists, and others, all play a vital role. This programme aims to strengthen their capacity, clarify their roles, and enhance their involvement in diagnosing and reporting occupational diseases, ultimately contributing to improved workplace health outcomes across the country.

This programme aims to **increase the number of active occupational health professionals in Malaysia by driving industrial and policy demand.** It also seeks to enhance the diagnostic capabilities of both occupational and non-occupational health professionals on occupational diseases. Additionally, the programme will provide stronger incentives for OHDs to report occupational diseases, fostering more accurate and transparent nationwide reporting

Activities:

1

Developing a guideline to improve the ntegration OHDs and OHNs into workplace health practices and regulatory activities

2

Improving diagnostic capabilities of healthcare professionals to enhance detection and management of occupational risks

3

Developing incentive programme for employers and OHDs to encourage more accurate occupational disease reporting

PROGRAMME 2:

4.4 Improving Access to Occupational Health Services

Access to occupational health and well-being services remains limited in Malaysia, particularly in rural and underserved areas, hindering early detection, prevention, and management of occupational diseases. The lack of accessible services is particularly significant for workers in high-risk sectors. Additionally, the inadequate integration of work history into diagnostic processes exacerbates the challenge of managing occupational health risks. To address this, expanding access through regional facilities, enhancing diagnostic practices, implementing targeted screening programmes, and enabling selfassessment using mobile applications and diagnostic devices is critical for improving early detection and intervention.

This programme seeks to **improve access to occupational health services nationwide, particularly in underserved areas.** By appointing regional occupational health facilities, promoting work history integration into diagnostic processes, implementing disease screening programmes, and enabling selfassessment of occupational diseases using mobile applications and diagnostic devices, the initiative aims to enhance early detection, timely intervention, and prevention of occupational diseases. Improved access to occupational health services is expected to lead to better compliance with occupational health standards, sustained worker productivity, and a healthier workforce across Malaysia.

Activities:

1. Appoint occupational health service centres in rural or underserved areas to ensure access to occupational health services
2. Enhancing diagnostic accuracy by integrating work histories into healthcare processes
3. Implementing targeted screening programmes in sectors with high risk of occupational diseases such as noise-induced hearing loss (NIHL) and musculoskeletal disorder (MSD)
4. Enabling self-assessment of occupational diseases using mobile applications and diagnostic devices

PROGRAMME 3:

4.5 Applying Prevention Through Design (PtD) Methods To Occupational Health Management

In 2023, 83% of occupational disease cases in Malaysia were related to noise-induced hearing loss (NIHL), while musculoskeletal disorders (MSDs) were the second most reported occupational disease. Prevention through Design (PtD), a proactive approach implemented during the design or planning phase, can **effectively eliminate or minimise the risks of NIHL and MSD.** Additionally, this programme includes the Integrated Industrial Chemical Management System (IICMS), a PtD methodology that ensures the safe handling, storage, and monitoring of chemicals. Complementin these efforts, the SOHELP DIY programme provides a structured approach to engaging organisations with existing occupational health issues, further driving improvements in workplace health standards.

The implementation of PtD methods is expected to bring about reduction in the incidence of NIHLs and MSDs across industries. This programme specifically aims to decrease reported cases of hearing loss and MSD within five years by proactively addressing hazards at their source. Additionally, it seeks to expand the use of PtD tools such as the IICMS to minimise and elimination workers' exposure to hazardous chemical substances, while leveraging SOHELP DIY to foster mentorship and best practices sharing among workplaces.

Activities:

1

Apply PtD methods to minimise or eliminate risk of noise-induced hearing loss (NIHL)

2

Apply PtD methods to minimise risk of musculoskeletal disorders (MSD)

3

Apply PtD methods to minimise risk of workers exposure to chemicals hazardous to health.

3

Enhancing the utilisation of Systematic Occupational Health Enhancement Level Programme Do It Yourself (SOHELP DIY) to improve occupational health standards

4

Meluaskan penggunaan SOHELP bagi menambahbaik piawaian kesihatan pekerjaan negara

PROGRAMME 4:

4.6 Addressing Emerging Occupational Health Risks

In 2023, Malaysia was ranked secondlast in the Global Life-Work Balance Index among 60 highest GDP nations based on factors including working hours, minimum wage, and happiness index. This underscores the critical need to promote employee well-being and manage psychosocial risks in the workplace. Additionally, by 2044, an estimated 20% of Malaysia's population will beaged 65 and above, emphasising the necessity to prepare for the transition to an ageing workforce. Proactively addressing these challenges is critical to fostering a healthier, more sustainable, and inclusive working environment for all employees. Therefore, this programme aims to enhance workers' well-being, accommodate the needs of an ageing workforce, and improve the overall health and quality of life for workers.

This programme will **enhance the management of psychosocial hazards in the workplace including workload, organisational culture, and work-life balance.** It will also lead to increased inclusivity and support for an aging workforce by addressing their unique physical and cognitive needs, ensuring their continued contribution to the economy while fostering a healthier, more sustainable, and inclusive work environment.

Activities:

A1

Implementing Psychosocial Risk Assessments and Management in the Workplace (PRisMA)

A2

Developing a guideline to support Malaysia's transition towards an ageing workforce



STRATEGIC THRUST 3: DRIVING OSH INNOVATION AND TECHNOLOGY INTEGRATION

- Introduction
- Thrust Objective
- Programme 1: Driving Innovation in OSH Technology
- Programme 2: Facilitating Technological Adoption in OSH Processes
- Programme 3: Improving Existing Digital OSH Management System





5.1. Introduction

Technological innovation plays a crucial role in driving advancements in OSH, especially in an increasingly complex work landscape. Existing systems often face limitations in integrating and utilising data to effectively analyse and manage risks. This highlights the need for more advanced digital technologies, such as integrated monitoring tools and smart data analytics, to support a more proactive and efficient OSH management approach.

Strategic Thrust 3: Driving OSH Innovation and Technology Integration **aims to systematically integrate advanced technological solutions into OSH practices across all sectors.** This strategic thrust prioritises leveraging innovation to ensure future OSH practices align with the nation's digital transformation goals, emphasising the active role of technology in enhancing safety and improving efficiency.

5.2. Thrust Objective

To promote the **integration of innovative technologies and digital solutions** in OSH practices to enhance safety monitoring and risk management across various sectors.

PROGRAMME 1:

5.3 Driving Innovation in OSH Technology

Innovation is essential for addressing emerging OSH **challenges in an evolving work environment.** As global advancements in OSH technology accelerate, it is crucial for Malaysia to strengthen its focus on research and development to remain competitive. This programme seeks to **drive innovation by fostering collaborations between academia, industries, and regulatory bodies, promoting research initiatives, and providing platforms for the development of advanced technologies** to enhance workplace safety and health.

This programme will foster a **culture of innovation in OSH** by creating opportunities that enable collaboration, idea-sharing, and the development of OSH-related technologies. By 2030, Malaysia will see an increase in the number of innovative OSH solutions developed through innovation challenges, innovation labs, and knowledge exchanges facilitated by OSH Tech Expos. These initiatives seek to position Malaysia as a leader in OSH technology innovation, enhancing workplace safety and health standards across all sectors.

Activities:

1

Showcasing OSH technological innovations and knowledge sharing through expos

2

Promoting advancements in OSH-related technologies through innovation challenges among universities and businesses

3

Utilising innovation labs to accelerate OSH technology development



PROGRAMME 2:

5.4 Facilitating Technological Adoption in OSH Processes

The implementation of OSH technologies in Malaysia faces challenges such as limited awareness, insufficient skills for effective adoption, and funding constraints. Therefore, the programme aims to raise awareness of OSH-related technologies, facilitate funding initiatives to reduce cost barriers, and establish technical advisory committees to guide businesses in adoption efforts. Additionally, a DOSH endorsement programme will be introduced to certify and promote local OSH technologies. These initiatives aim to enable the effective and sustainable adoption of OSH technologies across all sectors while supporting local innovations.

By the end of 2030, this programme will have **accelerated the adoption of OSH technologies across sectors, overcoming barriers such as limited awareness, insufficient skills, and cost constraints.** Through increased awareness campaigns, funding support, and guidance from technical advisory committees, organisations, particularly MSMEs, will successfully integrate OSH technologies into their operations. The DOSH endorsement programme will have provided a conduit for industry application, fostering widespread adoption of local OSH innovations and ultimately advancing workplace safety and health.

Activities:

1. Enhancing awareness and knowledge on OSH-related technologies
2. Promoting funding and supportive initiatives that can assist businesses in adopting OSH-related technologies
3. Establishing an OSH Technology Technical Advisory Committee to support businesses in adopting and implementing OSH technologies
4. Facilitating OSH technology integration through DOSH endorsement programme



PROGRAMME 3:

5.5 Improving Existing Digital OSH Management System

Malaysia has established online facilities for OSH risk management and resource keeping, laying a strong foundation for digital transformation in OSH practices. However, the full potential of these systems remains untapped. Enhancing these platforms with features such as AI-enabled recommendations, as well as a repository of successful and unsuccessful case studies will encourage more businesses to utilise and benefit from these online facilities. Therefore, this initiative aims to **improve existing online OSH facilities** and drive their adoption to support businesses in achieving improved OSH outcomes.

This programme will **strengthen OSH practices through increased adoption of digital systems** for OSH risk management and knowledge sharing on OSH technologies. By 2030, businesses will benefit from improved access to OSH technology providers, practical implementation insights, and streamlined risk management processes. These enhancements will lead to measurable reductions in workplace incidents, increased compliance across sectors, and the establishment of a knowledge-sharing ecosystem that supports the continuous advancement of OSH processes in Malaysia

Activities:

1. Promoting the use of digital risk management systems to identify, assess and manage OSH risks
2. Enhancing MyKKP with OSH technology developers and supplier's directory and case studies repository
3. Transforming OSH Management with the OSHConnect Integrated Digital System

STRATEGIC THRUST 4: REINVIGORATING MSMES AND HIGH-RISK SECTORS

- Introduction
- Thrust Objectives
- Programme 1: Establishing Special Incentive to Foster OSH Activities and Compliance
- Programme 2: Enhancing OSH Management System Among MSMEs and High-Risk Sectors
- Programme 3: Strengthening Compliance Through Collaborative OSH Monitoring





6.1 Introduction

MSMEs and high-risk sectors play a crucial role in the national economy but often face challenges in complying with OSH standards. Constraints such as limited financial resources, technical expertise, and awareness of best practices are key barriers. This makes them more exposed to workplace safety and health risks, highlighting the need for a more structured and effective support approach.

Strategic Thrust 4: Reinvigorating MSMEs and High-risk Sectors focuses on **strengthening OSH compliance through incentives, collaborative programmes, and targeted support.** This strategic thrust offers practical solutions to overcome existing barriers. Targeted support through incentives and collaborative initiatives provides a resourcebased approach that prioritises assistance and capacity-building over punitive measures. This **ensures that MSMEs and high-risk sectors are better equipped to address workplace safety challenges while enhancing their resilience, productivity, and competitiveness.** Highrisk sectors are defined as those that have consistently recorded high rates of fatalities, workplace accidents, and occupational diseases over the past two years.

6.1 Thrust Objective

To support MSMEs and high-risk sectors in achieving high levels of OSH compliance through targeted programmes and resources that raise awareness and promote best practices.

PROGRAMME 1:

6.3 Establishing Special Incentive to Foster OSH Activities and Compliance

MSMEs and high-risk sectors face significant challenges in achieving OSH compliance due to limited financial and technical resources. Despite the availability of incentives and support schemes, these are often fragmented and underutilised, leaving many businesses unaware of or unable to access them effectively. A structured programme aimed at consolidating financial support and fostering collaboration among various stakeholders is essential to address these gaps and promote a culture of safety and compliance.

Implementing this programme **will provide MSMEs and high-risk sectors with the necessary financial and technical support** to strengthen their OSH practices. By creating a more accessible and coordinated system of incentives, the programme will enhance OSH compliance across industries, reduce workplace accidents, and contribute to a safer and healthier workforce. Additionally, fostering partnerships and collaborative initiatives will help build a sustainable framework for continuous improvement in OSH standards.

Activities:

1. Establishing unified funding mechanisms for OSH initiatives across public and private sectors
2. Designing sector-specific incentive programmes for OSH excellence recovery
3. Encouraging the private sector to participate in the OSH Excellence Mentoring Programme by highlighting its benefits
4. Introducing the OSH mentor excellence award for outstanding contributions

PROGRAMME 2:

6.4 Enhancing OSH Management System Among MSMEs and High-Risk Sectors

MSMEs and high-risk sectors often lack structured OSH management systems, which can lead to gaps in compliance and workplace safety. The absence of robust OSH frameworks poses significant risks, including higher accident rates, reduced productivity, and potential legal penalties. This programme aims to address these gaps by introducing a systematic approach to OSH management tailored to MSMEs.

By implementing this programme, MSMEs and high-risk sectors will achieve significant improvements in their OSH compliance levels. The stepwise approach will **enable businesses to systematically enhance their safety practices, reducing workplace incidents and creating safer work environments.** Additionally, increased awareness and integration of OSH principles with quality and productivity goals will lead to a more holistic and efficient operational framework.

Activities:

1. Strengthening OSH management methods through SOLVE 4 SMEs programme
2. To increase OSH compliance in the workplace among MSMEs and high-risk sectors
3. Strengthening OSH awareness by demonstrating its impact on quality, productivity, and cost-efficiency standards



PROGRAMME 3:

6.5 Strengthening Compliance Through Collaborative OSH Monitoring

Compliance with OSH standards is a critical challenge for MSMEs and high-risk sectors, often due to limited resources and expertise in identifying and mitigating workplace hazards. Without regular oversight and proactive risk management, these sectors are more prone to workplace accidents and non-compliance with regulations. The Strengthening Compliance through Collaborative OSH Monitoring programme addresses these challenges by fostering partnerships with local authorities and sector-specific stakeholders

This programme is expected to significantly **enhance OSH compliance by providing MSMEs and high-risk sectors with the necessary tools and support** to identify and address workplace risks proactively. Regular audits and monitoring will help businesses maintain high safety standards, while collaborative efforts will create culture of shared responsibility for OSH. Over time, this programme will contribute to a measurable reduction in workplace accidents and incidents, ensuring safer and more compliant work environments across industries.

Activities:

1

Conducting on-site engagement sessions with high-risk sectors to assess current OSH practice standards

2

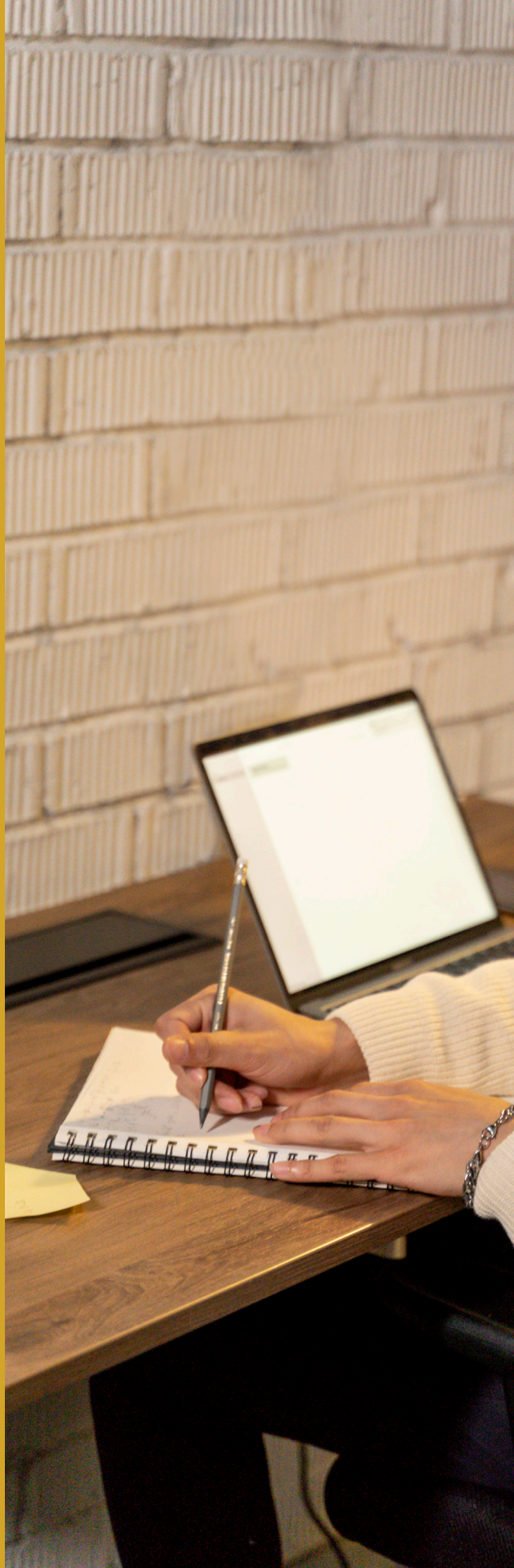
Partner with local authorities to conduct regular compliance audits for MSMEs and high-risk sectors

3

Integrating Construction Design Management (CDM) for enhanced OSH in construction projects

STRATEGIC THRUST 5: SHAPING THE FUTURE OF A DYNAMIC WORKPLACE

- Introduction
- Thrst Objectives
- Programme 1: Enhancing Awareness and Alertness of Osh Practices for Future Work And Related Risks
- Programme 2: Implementing OSH in Informal Sectors
- Programme 3: Adapting OSH for Hybrid Work Models
- Programme 4: Developing a Resilient Workplace





7.1 Introduction

Recent developments in the workplace landscape, such as hybrid work models, climate change, and ongoing health crises, have introduced new challenges. Proactively addressing these risks is crucial to ensuring resilience and preparedness in workplace safety management. This approach goes beyond traditional risk management by integrating forward-thinking strategies and long-term foresight. These measures help organisations maintain competitiveness while safeguarding the well-being of their workforce.

Strategic Thrust 5: Shaping the Future of a Dynamic Workplace focuses on resilience and preparedness through proactive measures. By identifying and anticipating emerging workplace risks, this thrust aims to build a flexible, safe, and sustainable work environment. This approach **ensures that both workers and organisations are equipped to navigate new challenges** while continuing to contribute to economic growth and societal well-being.

7.2 Thrust Objective

To prepare for future OSH challenges by effectively managing emerging workplace risks through proactive safety programmes that address hybrid work environments, climate change, and health crises.

PROGRAMME 1:

7.3 Enhancing Awareness and Understanding of OSH Practices for Future Work and Related Risks

The programme aims to address the need for organisations to adapt to evolving workplace dynamics and emerging risks. Many organisations lack adequate preparedness to tackle future risks effectively. Current gaps in awareness and proactive measures leave workers vulnerable to hazards associated with emerging job roles and changing workplace conditions, causing pressing need to equip industries and workers with the knowledge, skills, and systems to anticipate and manage these challenges.

By implementing this programme, organisations will **foster a forwardlooking approach to OSH, ensuring that their practices evolve alongside emerging risks and future workplace trends.** Increased awareness and preparedness will enable industries to mitigate potential hazards before they escalate, reducing workplace incidents and improving worker wellbeing. Enhanced management of risks, such as those associated with future job roles and road safety, will also contribute to higher levels of compliance, resilience, and productivity across sectors.

Activities:

1

Generating strategic trend analyses and risk reports to anticipate future workplace challenges

2

Promoting OSH readiness and practices for future workforce needs



PROGRAMME 2:

7.4 Implementing OSH in Informal Sectors

This programme seeks to address critical gaps in OSH practices within informal and gig economy sectors. These sectors, which include freelance and short-term contractual workers, often lack structured OSH frameworks and access to resources, leaving workers exposed to a wide range of risks. Challenges such as limited awareness, inadequate training, and a lack of tailored OSH guidelines make it difficult for these sectors to align with national OSH standards. With the rise of gig platforms and informal employment arrangements, there is an urgent need to adapt OSH strategies to ensure these workers are adequately protected.

The programme will **promote the integration of OSH practices into informal sectors, fostering safer work environments** and reducing the risks associated with unregulated or semiregulated work. By developing and disseminating easy-to-implement safe work methods and engaging gig economy platforms to establish sector-specific guidelines, the programme will ensure greater compliance and awareness among informal workers and employers. This effort will enhance overall workforce wellbeing, align informal sector practices with broader OSH goals, and create a foundation for long-term sustainability and inclusivity in national OSH initiatives.

Activities:

1. Driving OSH awareness and best practices in the Informal and Gig economy sector
2. Adopting global best practices for creating safe and healthy work environments
3. Organising engagement sessions with gig economy platforms on developing OSH guidelines for gig workers

PROGRAMME 3:

7.5 Adapting OSH for Hybrid Work Models

With the shift to remote and hybrid work environments, traditional workplace safety measures are no longer sufficient to cover the diverse risks faced by employees working in unconventional settings, such as home offices. Issues such as poor ergonomics, mental health concerns, and inadequate infrastructure for occupational safety in non-traditional workspaces highlight the need for targeted OSH strategies. The lack of comprehensive guidelines for managing these risks creates a gap in ensuring the safety and well-being of employees in hybrid work environments.

This programme aims to establish a robust framework for managing OSH in hybrid work with the tools and knowledge needed to navigate the unique risks of such arrangements. By promoting and developing models, equipping employers and employees with hybrid work-specific risk assessment guidelines, the programme will **foster safer remote working conditions, enhance employee well-being, and mitigate risks associated with work-from-home setups.** The outcome will contribute to a more adaptable and inclusive OSH strategy that aligns with future workplace trends while maintaining high safety and health standards.

Activities:

A1

Creating robust risk assessment frameworks for hybrid and flexible work models.



PROGRAMME 4:

7.6 Developing a Resilient Workplace

This programme aims to equip workplaces with the tools and strategies necessary to **anticipate, adapt to, and recover from emerging risks.** By incorporating climate risk assessments, tailored training for ageing employees, and robust emergency preparedness plans, organisations can create safer, more resilient work environments. Expanded health and wellness programmes will further enhance employee well-being and productivity, fostering a culture of prevention and readiness. Ultimately, the programme will position Malaysia's workforce to effectively navigate future workplace challenges while maintaining high standards of safety and health.

Activities:

1

Integrating climate risk mitigation strategies into workplace assessments

2

Developing customised OSH training modules for the ageing workforce

3

Scaling workplace health and wellness programmes to meet international standards



STRATEGIC THRUST 6: CULTIVATING OSH CULTURE THROUGH PROGRESSIVE CAPACITY DEVELOPMENT

- Introduction
- Thrust Objective
- Programme 1: Elevating OSH Culture Through Education and Awareness
- Programme 2: Advancing Research and Development in OSH
- Programme 3: Enhancing OSH Training Standards and Professional Competency





8.1 Introduction

A strong OSH culture is the foundation of a productive and safe workplace. However, gaps in OSH awareness and professional development highlight the need for a more integrated and sustainable approach.

Strategic Thrust 6: Cultivating OSH Culture through Progressive Capacity Development focuses on the holistic cultivation of an OSH culture, encompassing education, workforce development, and professional empowerment. It shifts from isolated training programmes to integrating safety principles within education, workforce preparedness, and continuous professional advancement. This strategy aims to **enhance awareness of OSH not only as a workplace requirement but also as a critical career field.** Additionally, continuous research and development (R&D) play a vital role in addressing sector-specific challenges, strengthening the safety culture through targeted interventions, and driving innovation to tackle the increasingly complex OSH landscape.

8.2 Thrust Objectives

To instil an OSH culture, efforts should focus on increasing awareness, greater emphasis on OSH elements in the education system, and the advancement of research and development. This approach aims to cultivate a workforce that is more conscious of OSH practices, equipped with up-to-date OSH knowledge, enhanced professional expertise in the OSH field, and a commitment to continuous quality improvement. This is essential to ensure a more resilient workforce, work environment, and OSH professionals in addressing OSH challenges across all sectors

PROGRAMME 1:

8.3 Elevating OSH Culture Through Education and Awareness

Embedding OSH culture through education is key to fostering lifelong safety and health habits and developing a safety- and health-conscious workforce. Building on the success of programmes like OSH Club, OSH4U, and OSH@TVET, OSH principles will be integrated into education, including curricula and student activities.

This programme will **expand OSH awareness through university induction programmes while promoting OSH-related careers** to meet industry demand. Additionally, targeted campaigns for specific sectors and vulnerable workforce groups will address relevant risks and solutions, ensuring inclusive and impactful outreach.

This programme aims to shape a generation of OSH-conscious individuals, from school to higher education, equipping future workers to navigate increasingly complex workplace safety and health challenges. By embedding OSH education early, driving interest in OSH careers, and implementing targeted awareness campaigns, the programme will cultivate a pervasive OSH culture. This will not only enhance awareness but also drive proactive safety practices across industries. As a result, workplaces will be safer, and a steady pipeline of qualified OSH professionals will be ready to meet the industry's growing demands.

Activities:

1. Reinforcing OSH Fundamentals in Schools for Early Awareness
2. Expanding OSH awareness and promotion for higher education institutions
3. Enhancing OSH through the continuation of OSH@TVET to develop a future-ready workforce

PROGRAMME 2:

8.4 Advancing Research and Development in OSH

Advances in OSH-related R&D play a crucial role in efforts to address workplace hazards and foster continuous innovation. The focus on continuous R&D ensures the development of effective, practical solutions that improve workplace safety and health, while enabling industries to adapt to new challenges. Meanwhile, integrating OSH into the innovation sandbox creates a dynamic environment for testing and refining advanced OSH technologies. Additionally, assessing Malaysia's workplace safety culture through surveys is crucial in identifying gaps and implementing targeted interventions to achieve a generative culture by 2030. Together, this programme drives a safer, more resilient, and forward-thinking work environment.

This programme aims to **strengthen research collaboration on OSH by engaging both public and private universities, while leveraging the innovation sandbox to encourage the testing and adoption of advanced OSH technologies.** Additionally, workplace safety culture assessments will provide data-driven insights to guide targeted interventions, ensuring progress towards a generative safety culture by 2030. Through coordinated efforts between industry, academia, and research institutions, this initiative will drive continuous OSH innovation, delivering effective, industry-specific solutions that enhance workplace safety, mitigate risks, and support long-term adaptability.

Activities:

1

Enhancing OSH research through robust public-private collaboration

2

Enhancing development of OSH through the innovation sandbox

3

Strengthening workplace safety culture through strategic interventions

PROGRAMME 3:

8.5 Enhancing OSH Training Standards and Professional Competency

This activity **evaluates OSH training providers and the competency of Competent Persons (OK) and Trained Persons.** By assessing training providers, the activity ensures that training programmes meet consistent standards, driving continuous improvement. Additionally, the competency grading system regularly evaluates Competent Persons and Trained Persons *OK/Orang Terlatih*, ensuring they remain equipped with the necessary skills and knowledge to address emerging safety challenges. This approach fosters a continuous cycle of professional development for both training providers and OSH personnel, ensuring that both parties are aligned with evolving industry standards.

The outcome of this activity is the development of a highly competent OSH workforce, supported by consistent, high-quality training programmes that align with industry standards and global best practices. The evaluation of OSH training providers ensures that training programmes meet these standards, while the competency grading system for competence person *OK/Orang Terlatih* encourages them to enhance their competencies through further training through training as well as acts as a measure of proficiency. This continuous evaluation and development process will enhance safety practices, ensure ongoing professional growth, and foster a stronger culture of workplace safety and health through a skilled and knowledgeable OSH workforce.



Activities:

1

Grading system to assess and benchmark OSH training providers

2

Leveraging the Continuing Education Programme (CEP) for the professional grading of Competent Persons and Trained Persons

MASTER PLAN

OCCUPATIONAL SAFETY AND HEALTH (OSHMP30)

2026-2030

Jabatan Keselamatan dan Kesihatan Pekerjaan (JKKP)

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