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## **The Role and Strategy of Medical Personnel (Nurses) in Implementing the Occupational Safety and Health Management System (OHSMS) in Hospitals**

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### **Abstract**

Hospitals as a service industry have a variety of complicated labor problems with various risks of occupational diseases and even occupational accidents according to the type of work, so they are obliged to implement Hospital Occupational Safety and Health (OHSRS) efforts. Therefore, the importance of implementing occupational safety and health in hospitals is applied to prevent problems, and protect all human resources, especially patients. As a professional nurse is required to have knowledge in occupational safety and health in hospitals because it plays an important role in patient safety and comfort.

**Purpose:** This study aims to determine the role and strategy of medical personnel (nurses) in implementing the Occupational Health and Safety Management System

(OHSMS) in hospitals.

**Methods:** This research is a literature review. This research is used to collect data or sources related to a particular topic that can be obtained from various sources such as journals, books, the internet, and other literature.

**Results:** from the literature, it is found that a nurse needs the ability to pay attention to others, technical and interpersonal intellectual skills that are reflected in the nurse's behavior. Therefore, in doing their work or providing nursing care by nurses to patients, nurses must pay attention to several roles that must be carried out every time they provide nursing care to patients, in order to avoid unexpected work accidents.

**Keywords:** Occupational Health and Safety, OHSMS, Hospital Nurses

### **1. Introduction**

Occupational health and safety is one of the most important issues in the world of work today. Occupational health and safety are activities designed to ensure health in the workplace. Occupational safety is defined as efforts aimed at protecting workers; maintaining the safety of others; protecting equipment, workplaces. The risk of hazards in hospital activities in the aspect of occupational health, among others, comes from means of activity in polyclinics, wards, laboratories, rontgent rooms, kitchens, laundry, medical record rooms, elevators, generator sets, lightning rods, medical devices, steam or pressure vessels, electrical equipment installations, fire protection installations, waste water, medical waste and so on. (Nikita Gina, 2020) <sup>[9]</sup>.

Since January 1970, Law No. 1/ 1970 on work safety has been in effect, which mandates that every worker be protected for their safety in carrying out work, every other person who is in the workplace needs to be guaranteed safety, every source of production is used and used safely and efficiently and avoid explosions, damage to production processes, fires, occupational diseases which in turn can create a healthy, productive workforce and improve overall labor welfare.

The Occupational Safety and Health Management System (OHSMS) has received very important attention today because of the high number of work accidents. OHSMS aims to create an occupational safety and health system in the workplace by involving elements of management, labor, conditions and an integrated work environment in order to prevent and reduce accidents and occupational diseases and create a safe, efficient and productive workplace. The OHS Management System is part of the company's overall management system required for the development, implementation, achievement, assessment and maintenance of OHS obligations, in order to control risks associated with work activities in order to create a safe, efficient and productive workplace.

Health workers have the largest human resource (nursing) which plays an important role in the success of a health care facility such as a home. This, according to Abdullah and Spickett (2019) is intended to create professional nursing health workers and

contribute optimally in efforts to achieve the goals of health care facilities. Occupational Health and Safety (OHS) operational activities in the nursing profession are vital activities in health care facilities (hospitals) through the Occupational Safety and Health Management System. The Occupational Health and Safety Management System (OHSMS) aims at the efficiency of private and government health care facilities in achieving their work calmly and peacefully without experiencing work accidents and improving their performance. (Kumala Fatma, 2022) [5].

Work that is calm and peaceful without experiencing work accidents and improving performance can be realized through OHSMS. The implementation of OHSMS is carried out by revealing the root causes of work accidents and carefully controlling the program. OHS maintains the safety of nurses in every health care facility to carry out their performance and maintains the safety of recipients or users of health services (patients and families) and maintains the safety of health care equipment used by nurses to remain efficient.

Efforts to improve the degree of health and safety of workers have received attention from around the world with the prioritization of occupational health in the Health People 2000 policy. This global policy is aimed at improving the health status of workers, reducing risk factors in the workplace, improving and increasing occupational health services, and reducing the occurrence of occupational accidents and diseases. The goal of occupational health and safety is to prevent reduce, even minimize the risk of occupational diseases and accidents and improve the health status of workers so that work productivity increases.

Nurses are one of the most important human resources in work safety management because they are a profession that provides constant and continuous 24-hour service to patients every day. Therefore, nursing services as an integral part of occupational health and safety (OHS) services clearly have a contribution that greatly determines the high and low incidence of occupational accidents. So that every effort to improve the quality of occupational health and safety (OHS) must also be accompanied by efforts to improve the quality of nursing services through optimizing the role of nurses in preventing and handling workplace accidents. (Nikita Gina, 2020) [9].

## 2. Methods

This research is in the form of *Literature Review*. This research is used to collect data or sources related to a particular topic that can be obtained from various sources such as journals, books, the internet, and other literature. Researchers conducted searches on several *search engines* including: *Google Scholar*, *Pubmed* which is used to find relevant journals. Journal selection is carried out in accordance with the relevance of the title, a conclusion is made that tells about "The Role and Strategy of Medical Personnel in Implementing the Occupational Health and Safety Management System in Hospitals". Then articles or journals that fit the inclusion and exclusion criteria were taken for further analysis.

## 3. Results and Discussion

Based on the results of the literature search, the Role and Strategy of Medical Personnel (Nurses) in Implementing the Occupational Health and Safety Management System (OHSMS) in Hospitals is obtained as follows:

The implementation of hospital occupational safety and health in health workers, one of which is nurses. Nurses' perception of OHS shows how nurses are able to find out about the importance of OHS both through brochures, *leaflets*, SOPs provided in the room and other information media. Nurses are also required to understand how to prevent accidents and the handling that can be done if we will occur, this understanding will create a good perception in nurses about OHS so that this will improve their behavior in maintaining safety. In addition to perceptions, attitudes also affect the behavior of nurses in terms of internal factors, a nurse can carry out OHS management must have an attitude that is in accordance with health values where all the positive values that exist in him become a driver of healthy behavior and become an effort to improve health and safety while working. In addition to internal factors, external factors can also influence nurses' behavior in implementing OHS management in hospitals.

Researchers assume that there are many factors that can determine changes in nurse behavior in terms of external factors, including experience. The longer the working period of nurses, the more experience they have so that their behavior can maintain their own safety is also getting better. In addition, experience can also be obtained from various socialization and training on OHS conducted by the hospital. The next factor that plays a role in changing nurse behavior is the availability of supporting facilities in accordance with predetermined standards.

In addition to the factors above, organizational culture also affects nurses' behavior in implementing safety, where a good organizational culture will encourage nurses to work in accordance with predetermined procedures. (Ardiansyah, 2015) [2]. For this reason, the role that nurses can take in improving occupational health and safety in hospitals is:

1. Nurses or medical teams before or after performing an action, to keep washing their hands with 6 correct steps to wash hands.
2. Nurses must use personal protective equipment or PPE as needed to carry out an act of providing nursing care to patients.
3. Nurses perform all nursing care delivery actions in accordance with SOPs.
4. Nurses should dispose of garbage properly according to the designated place.
5. *Management of Spillage.*
6. *Medication Safety.*

Research conducted in 2009 in the Philippines stated that the way to improve the occupational health and safety of Filipino nurses is for health care institutions to implement an occupational health and safety management system.

There are 3 strategies for nurses in implementing OHSMS in hospitals, namely: There is a clear reporting flow about occupational diseases and injuries experienced by nurses to the hospital's occupational health and safety committee.

1. Training and education that facilitates nurses' understanding of the relationship between the workplace and injury and illness is possible.
2. Nurses should be involved in making programs or policies regarding occupational health and safety.

Research in 2014 revealed that to minimize Occupational Accidents (ACC) and Occupational Diseases (PAK), the hospital must carry out monitoring and evaluation of nurses on an ongoing basis. Training on Occupational Health and Safety (OHS) must be provided regularly and continuously

for nurses to improve nurses' performance, knowledge and attitudes. (Wanda Fatihah, 2020) <sup>[15]</sup>.

#### 4. Discussion

##### 4.1 Occupational Health and Safety Management System (OHSMS)

Regulation of the Minister of Manpower No. 05/MEN/1996 article 1 states that OHSMS is part of the overall management system including organizational structure, planning, responsibility, implementation, procedures, processes and resources needed for the development, implementation, achievement, assessment and maintenance of occupational safety and health policies in order to control risks related to work activities in order to create a safe, efficient and productive workplace.

The Occupational Safety and Health Management System (OHSMS) normatively as found in PER.50/MEN/2012 article 1, is part of the overall management system which includes the planning organizational structure, responsibilities, implementation, procedures, processes and resources needed for the development, implementation, achievement, assessment and maintenance of occupational safety and health policies in order to control risks related to work activities in order to create a safe, efficient and productive workplace. Because OHSMS is not only the responsibility of the government, community, market, or international community but also the responsibility of employers to provide a safe workplace for their workers.

Occupational safety and health management system (OHSMS) is part of the overall management system which includes the organizational structure, planning, responsibilities, implementation, procedures, processes, and resources needed for the development of implementation, achievement, assessment and maintenance of occupational safety and health policies in order to control risks, which are related to work activities in order to create a safe, efficient and productive workplace. (Angky Meilin, 2021) <sup>[11]</sup>.

##### 4.2 Objectives and Benefits of OHSMS Implementation

According to Sujoso (2012) the objectives of implementing an OHS management system are:

1. As a tool for measuring safety and health performance, in Indonesia by conducting OHSMS audits.
2. As a guideline for the implementation of performance safety and health in the organization.
3. As a basis for awards. Some of the awards in OHSMS include the *Sword of Honour* from the *British Safety Council*, *Five Star Reating Safety* from the *Netherland Safety Council* and awards for companies that implement OHSMS from the Indonesian Ministry of Manpower.
4. As a basis for certification. OHSMS certification is given as an award and recognition of achievement in OHSMS implementation. International recognition is given in the form of OHSAS 18000, 18001 & 18002.
5. Placing workers in accordance with their dignity as human beings (Article 27 paragraph 2 of the 1945 Constitution).
6. Increase the commitment of company leaders in protecting the workforce.
7. Improve work efficiency and productivity to face global trade competition.
8. Protection of domestic industries.
9. Increase competitiveness in international trade.

10. Eliminate international NGO boycotts of national export products.
11. Improve the implementation of prevention except through a systems approach.
12. The need to prevent social and economic problems related to the implementation of OSH.

The benefits of implementing an Occupational Safety and Health Management System (OHSMS) for companies according to Tarwaka (2012) are:

- a) Management can identify weaknesses in operational system elements before operational disruptions, accidents, incidents and other losses occur.
- b) A clear and complete picture of OSH performance in the company can be known.
- c) Can improve compliance with OHS laws and regulations.
- d) Can increase knowledge, skills and awareness of OHS, especially for employees involved in conducting audits.
- e) Can increase work productivity.

##### 4.3 Occupational Health and Safety Management System (OHSMS) in Hospitals

Hospitals as labor-intensive industries, experts, capital and technology have potential hazards and risk complexity that can increase work accidents or occupational diseases. To overcome this, hospitals must implement occupational safety and health that is integrated into the hospital management system. Occupational Health and Safety (OHS) is an effort to protect workers and other people who enter the workplace from the dangers of accidents. The purpose of OHS is to prevent, reduce, and even eliminate the risk of occupational diseases and accidents (KAK) and improve worker health so that work productivity increases. In the Law of the Republic of Indonesia Number 36 of 2009 concerning health, occupational health efforts are aimed at protecting workers to live healthy and free from health problems and adverse effects caused by workers. (Ryane Toding, 2016) <sup>[13]</sup>.

In the context of managing and controlling risks related to occupational safety and health in hospitals in order to create healthy, safe, secure, and comfortable hospital conditions for hospital human resources, patients, patient companions, visitors, and the hospital environment, hospitals need to implement an Occupational Safety and Health Management System in Hospitals (OHSMSRS) The current trade globalization has an impact on very tight competition in all aspects, especially employment, one of which requires protection of occupational safety and health. To increase the effectiveness of occupational safety and health protection, it is inseparable from efforts to implement occupational safety and health that is planned, measured, structured, and integrated through OHSMSRS to ensure the creation of an occupational safety and health system in the workplace by involving elements of management, workers / laborers, and / or trade unions / labor unions in order to prevent and reduce work accidents and occupational diseases and create a comfortable, efficient and productive workplace.

The implementation of occupational safety and health through OHSMSRS has developed in various countries through guidelines and standards. To provide uniformity for every company in implementing OHSMSRS so that the protection of occupational safety and health for workers, increased efficiency, and company productivity can be realized, it is necessary to stipulate Government Regulations governing the application of OHSMSRS. (President of the

Republic of Indonesia, 2012).

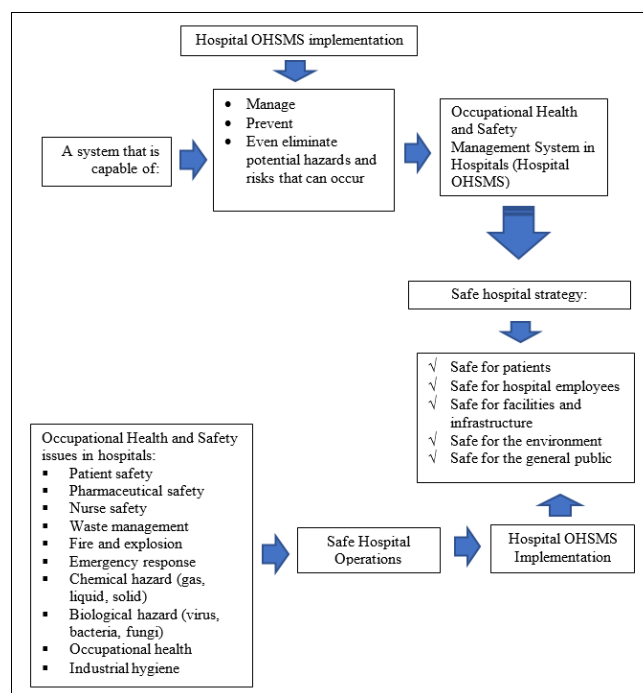
OHSMSRS is part of the overall hospital management system in order to control risks associated with work activities in order to create a safe, efficient and productive workplace. OHSMSRS is applied to control risks related to work activities. (Minister of Health of the Republic of Indonesia, 2017).

Efforts to foster OHSMSRS are increasingly urgent given several developments. These developments include the increasing utilization of drugs or devices with certain health hazards for diagnosis, therapy and rehabilitation in health facilities. Exposure of the workforce (medical, paramedical, and nonmedical personnel), in health facilities to an environment polluted with disease seeds originating from patients who are treated or treated, the epidemiological transition of diseases and health problems. This is followed by the entry of advanced science and technology that demands expert and skilled labor. This cannot always be fulfilled with the risk of work accidents. For this reason, it is necessary to increase human resources in health facilities, not only to operate increasingly sophisticated equipment but also important to implement OHSMSRS efforts. OHSMSRS such as OHS policy, planning, implementation, monitoring and evaluation of OHS, and management review are in accordance with the rules in PP. 50 of 2012. (President of the Republic of Indonesia, 2012) OHSMSRS that is integrated with services aims to achieve patient and hospital safety. Furthermore, OHSMS Audit is a systematic and independent examination of the fulfillment of criteria, which has been determined to measure the results of activities that have been planned and implemented in the implementation of OHSMSRS. (President of the Republic of Indonesia, 2012).

Based on the results of research on the analysis of the implementation of OHSMSRS, it shows that the OHS program in the hospital has not been implemented optimally, such as periodic health checks and the absence of training or education on OHS. Not optimal and the absence of OHS standards which include guidance and supervision of health facilities, infrastructure and equipment, occupational safety training / counseling, and guidance and supervision of the management of fire prevention and control systems. One of the obstacles to the implementation of OHSMSRS is over tasking in tasks and low OHS socialization for all hospital units. It is recommended that the implementation of the OHS management system can be planned programmatically and implemented by implementing a computer-based computer information system. (Pipit Marfiana, 2020)<sup>[10]</sup>.

OHSMSRS is part of the overall hospital management system. The implementation of OHSMSRS requires an organization that can organize the OHSRS program as a whole and is under the leadership of the Hospital which can determine Hospital policy. The higher the class of the hospital generally has a greater level of occupational safety and health risks due to more services, facilities, infrastructure and technology as well as more human involvement in it (hospital human resources, patients, visitors, deliverers, contractors, and so on). For the optimal, effective, efficient and sustainable implementation of OHSMSRS, the Hospital establishes or appoints a functional work unit that has the responsibility of organizing OHSMSRS. The functional work unit can take the form of a separate committee or be integrated with other committees, and/or OHSRS installations. The OHSMSRS planning is

prepared and determined by the Hospital leadership by referring to the OHSMSRS implementation policy, which has been determined and then implemented in order to control the potential hazards and risks of OHSRS, which have been identified and related to Hospital operations. (Minister of Health of the Republic of Indonesia, 2017).



**Fig 1:** Hospital Occupational Health and Safety Management System (OHSMS) Implementation

To prevent accidents and occupational diseases, it is necessary to manage OHS management through the implementation of OHSMSRS implementation. From one of the studies on the implementation of OHSMSRS, it is known, among others, that the OHS Committee has not been formed because it does not yet have a general OHS expert, in terms of OHS policy and commitment even though it is only verbal, the process of implementing OHSMSRS that has been running even though it has not been maximized, supporting factors and inhibiting factors, efforts made to reduce obstacles in the OHSMSRS implementation process, the impact of OHSMSRS implementation, and the desired expectations in OHSMSRS implementation. From one of the studies, it was concluded that the OHS program has been running well according to the laws and regulations, although OHS is still not a work culture that will create *zero accidents* in the work environment, especially in hospitals. The implementation of occupational safety and health through OHSMS has developed in various countries both through guidelines and standards. (Minister of Health of the Republic of Indonesia, 2017).

#### 4.4 Potential Hazards in Hospitals

Hospital is one of the health services whose activities provide many health services, both in the form of outpatient services, inpatient services, and emergency services which include medical services. Supporting factors that are very important in health services in hospitals are interrelated with each other, including patients, workers, machines, work environment, work methods and the health service process itself.

What is meant by "potential hazard" is a condition or condition in people, equipment, machinery, aircraft, installations, materials, work methods, nature of work, production processes and the environment that has the potential to cause interference, damage, loss, accidents, fire, explosions, pollution, and occupational diseases. The results of the National Safety Council (NSC) report in 1988 showed that the occurrence of accidents in hospitals was 41% greater than workers in other industries. Cases that often occur are needle sticks, sprains, back pain, scratches/cuts, burns, and infectious diseases and others. Hospitals have specific occupational safety and health risks that need to be managed properly in order to be a healthy, safe and comfortable workplace. One of the most threatening hazards to healthcare workers and patients is nosocomial infections (IN) and needle stick injuries (NSI).

The risk of hazards in hospital activities in the aspect of occupational health, among others, comes from the means of activity in polyclinics, wards, laboratories, roentgen rooms, kitchens, laundry, medical record rooms, elevators (escalators), generator sets, lightning rods, medical devices, steam or pressure vessels, electrical equipment installations, fire protection installations, waste water, medical waste, and so on. Chemical factors (chemicals and drugs such as antibiotics, *cytostatic*, narcotics, etc., exposure with small but continuous doses such as antiseptics on the skin, anesthetic gases on the liver. Formaldehyde for sterilizing medical or paramedical rubber gloves is known as a carcinogenic substance), ergonomic factors (incorrect way of sitting, lifting patients), physical factors, namely exposure to continuous small doses (noise and vibration in the generator room, poor lighting in the operating room, laboratory, treatment room, high temperature and humidity in boiler and laundry rooms, barometric pressure in decompression chambers, heat radiation on the skin, high voltage on the reproductive system, etc.) and psychosocial factors (tension in the operating room, emergency room and mental illness ward, shift work, less harmonious working relationships, etc.). Research conducted by the International Labor Organization (ILO) shows that the number of work accidents is still very high, namely 1 worker in the world dies every 15 seconds due to work accidents and 313 million workers experience nonfatal accidents per year. (Wanda Fatihah, 2020)<sup>[15]</sup>.

In preventing and reducing the risk of accidents and occupational diseases that occur in hospitals in order to create work safety guarantees, strategic services are needed and fixed work procedures are needed and do not depend on regulations that bind and require OHSRS. In achieving a goal in an organization, the success or failure of an organization can be measured by seeing the extent to which the organization's goals can be achieved.

#### 4.5 Occupational Health and Safety Risks for Nurses in Hospitals

The nursing profession has many potential *hazards* that can be experienced while in the hospital. *Hazard* is a change or action that has the potential to increase the risk of incidents in patients that can potentially cause disasters but not all hazards are always disasters. Prevention of occupational accidents should be a top priority because the purpose of the Occupational Safety and Health Management System (OHSMS) itself is to reduce or prevent accidents that result in injury or material loss. In addition, occupational safety

and health is expected to create high work comfort and work safety. (Iwan Ramdan, 2018)<sup>[4]</sup> Biological hazards to nurses can be caused by nosocomial infections. Nosocomial infections can be transmitted through *airborne* pathogens (e.g., tuberculosis (TB), *severe acute respiratory syndrome* (SARS) and *bloodborne* pathogens or human body fluids that can be transmitted through needles (*needle stick injury*) or wounds in the body mucosa (e.g., hepatitis, HIV infection/AIDS). Needlestick injury is a serious biological hazard for nurses as they can contract dangerous diseases such as Hepatitis B and C or HIV/AIDS. Nurses can suffer serious ergonomic injuries from lifting or moving patients. Nurses are at greatest risk of *low back pain* (LBP) and musculoskeletal injuries in hospitals. Nurses also experience psychosocial hazards due to violence, conflict, harassment and *bullying* among staff as well as from patients and visitors. Nurses working in psychiatric hospitals, emergency departments, pediatric units, medical-surgical units, and nursing facilities are the most vulnerable to violence. Another psychosocial hazard is job stress and burnout. Saturation in nurses and high and unbalanced work demands can lead to a sense of pressure, causing stress.

In providing nursing care there are many risks of harm that can occur due to physical, psychosocial, and ergonomic hazards: Physical hazards include slips, trips, falls, burns, fractures, radiation from x-rays, noise, and non-ionizing radiation. Psychosocial hazards include physical, psychosocial, sexual, and verbal abuse and stress. Ergonomic hazards are *musculoskeletal* injuries such as muscle pain, strains or sprains.

#### 4.6 The Role of Nurses in the Implementation of OHSMS in Hospitals

Occupational health and safety or OHS is an effort to protect workers and other people who enter the workplace against hazards from work accidents. The purpose of OHS is to prevent, reduce, and even eliminate the risk of occupational diseases and accidents (KAK) and improve the health status of workers so that work productivity increases. In the law of the Republic of Indonesia number 36 of 2009 concerning health, occupational health efforts are aimed at protecting workers so that they live healthy lives and are free from health problems and adverse effects caused by work so that hospital managers should implement OSH efforts in hospitals. OHS is included as one of the service standards assessed in hospital accreditation, in addition to other service standards. (Febriyanti, 2020)<sup>[3]</sup>.

Hospital workers have a higher risk than other industrial workers for occupational diseases (PAK) and ACC. So, it is necessary to create protection standards for workers in the hospital. To prevent and reduce the risk of these hazards, it is necessary to set OSH standards in hospitals. The need for the implementation of OHSrs regarding government policy on hospitals in Indonesia is to improve access, affordability and quality of safe health services in hospitals. OHSRS planning, implementation, monitoring and evaluation and follow-up, which refers to the Minister of Health Decree no. 432 / Menkes / SK / LV.

/ 2007 concerning OHS management guidelines in hospitals and OHSAS 18001 concerning OHS management system standards. The hospital OHS management system is part of the hospital management system. (Nada Syahla, 2020)<sup>[7]</sup>.

The implementation of hospital occupational safety and health in health workers, one of which is nurses. Nurses'

perception of OHS shows how nurses are able to find out about the importance of OHS both through brochures, leaflets, SOPs provided in the room and other information media. Nurses are also required to understand how to prevent accidents and the handling that can be done if we will occur, this understanding will create a good perception in nurses about OHS so that this will improve their behavior in maintaining safety. In addition to perceptions, attitudes also affect the behavior of nurses in terms of internal factors, a nurse can carry out OHS management must have an attitude that is in accordance with health values where all positive values that exist in him become a driver of healthy behavior and become an effort to improve health and safety while working. In addition to internal factors, external factors can also influence nurses' behavior in implementing OHS management in hospitals. Researchers assume that there are many factors that can determine changes in nurse behavior in terms of external factors, including experience. The longer the working period of nurses, the more experience they have so that their behavior can maintain their own safety is also getting better. In addition, experience can also be obtained from various socialization and training on OHS conducted by the hospital. The next factor that plays a role in changing nurse behavior is the availability of supporting facilities in accordance with predetermined standards. In addition to the factors above, organizational culture also affects nurses' behavior in implementing safety, where a good organizational culture will encourage nurses to work in accordance with predetermined procedures (Ardiansyah, 2015)<sup>[2]</sup>.

Nurses must have the ability to care for others, intellectual, technical and interpersonal skills that reflect in the nurse's behavior. Nurses have a role with health promotion and disease prevention and perform functions as care givers, clinical and ethical decision makers, protectors and advocates for clients, case managers, rehabilitators, and communicators and educators (Tobing, 2020)<sup>[14]</sup>.

In hospitals, hazardous substances such as bodily fluids, medications, cleaning fluids and other chemicals are in close proximity to many people around the hospital including nurses on a daily basis. Thus, in hospitals, spills of blood, body fluids or chemicals can occur at any time which can be due to faulty equipment or damage due to human error. The use of personal protective equipment (PPE) aims to protect oneself in the case of health workers and also to protect patients from pathogenic microbial infections. The hospital has its own shop book which contains standard tools and also nursing action steps that must be followed by nurses in carrying out their duties (Nikita Gina, 2020)<sup>[9]</sup>.

For this reason, the role that nurses can take in improving occupational health and safety in hospitals is:

1. Nurses or medical teams before or after performing an action, to keep washing their hands with the 6 correct steps of washing hands.
2. Nurses must use personal protective equipment or PPE as needed to carry out an act of providing nursing care to patients.
3. Nurses perform all nursing care delivery actions in accordance with SOPs.
4. Nurses should dispose of garbage properly according to the designated place.
5. *Management of Spillage.*
6. Medication Safety.

#### 4.7 Nurse's Strategy in Implementing OHSMS in Hospital

Nurses are health workers who most often have direct contact with patients either directly or indirectly in an effort to provide nursing care. Nurses as one of the hospital employees are entitled to protection from health problems or work accidents, both as a result of the process of service delivery activities and due to the condition of facilities and infrastructure in the hospital. The implementation of Occupational Health and Safety (OHSRS) programs is important to prevent accidents and occupational diseases in nurses. (Pratiwi, 2019)<sup>[11]</sup>.

Research conducted in 2009 in the Philippines stated that the way to improve the occupational health and safety of Filipino nurses is that health care institutions must implement an occupational health and safety management system. There are 3 strategies for nurses in implementing OHSMS in hospitals, namely:

1. There is a clear reporting flow about occupational diseases and injuries experienced by nurses to the hospital's occupational health and safety committee.
2. Training and education that facilitates nurses' understanding of the relationship between the workplace and injury and illness is possible.
3. Nurses should be involved in making programs or policies regarding occupational health and safety.

The implementation of a good Occupational Health and Safety (OHS) program is very important to ensure the health and safety of nurses. Research in 2009 revealed that hospitals need to minimize fatigue or work stress in nurses by conducting work shift exchange programs, outside work activities or outbound activities for nurses. Research in 2014 revealed that to minimize Occupational Accidents (ACC) and Occupational Diseases (PAK), the hospital must carry out monitoring and evaluation of nurses on an ongoing basis. Training on Occupational Health and Safety (OHS) must be provided regularly and continuously for nurses to improve nurses' performance, knowledge and attitudes (Wanda Fatimah, 2020)<sup>[15]</sup>.

#### 5. Conclusions

Based on the writing of the study that has been carried out, the conclusion is that it is very important to develop and implement safety and health in the workplace, especially in health institutions such as hospitals that are very risky in transmitting diseases. Occupational health and safety OHS is a multidisciplinary applied science, a field related to the health, safety, and welfare of humans working in an institution or project site. Nurses are a profession that requires patience and calmness in serving patients who are suffering from pain, at that point a nurse needs the ability to pay attention to others, technical and interpersonal intellectual skills that are reflected in the behavior of nurses. Therefore, in doing their job or providing nursing care by nurses to patients, nurses must pay attention to several roles that must be carried out every time they provide nursing care to patients, in order to avoid unexpected work accidents.

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