

Implementation of Occupational Safety and Health Management System Policy by Pt Hutan Sawit Lestari in Tualan Hulu District Central Kalimantan Province

Tresia Kristiana and Yunikewaty

¹Program Study of Government Science, Faculty of Social and Political Sciences, Kristen University Palangka Raya, Central Kalimantan, Indonesia

²Program Study Management, University Palangka Raya, Central Kalimantan, Indonesia

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Abstract: Palm oil plantations are one of the strategic commodities that contribute to the country's foreign exchange, with an average of US\$ 22-23 billion. Palm oil plantations are capable of absorbing a workforce of up to 16 million people directly. The area of oil palm plantations in 2022 will increase by 2.49% from the previous year. Riau Province is the area with the largest area of oil palm land in Indonesia, however the area of oil palm land does not have a significant effect on the amount of labor absorption. Central Kalimantan is the province with the largest number of oil palm plantation workers, reaching 756 thousand people. This number beats Riau's 609 thousand workers. PT. Hutan Sawit Lestari is one of the plantation companies in Central Kalimantan Province, located in Tualan Hulu District, East Kotawaringin Regency, with the largest number of palm oil plantation workers, reaching 1772 workers. Based on Law No.13 of 2003 concerning employment, PT. Hutan Sawit Lestari are required to implement an Occupational Safety and Health Management System (SMK3).

This research uses qualitative methods, collecting data using in-depth interviews, observation and documentation studies. Key informants consist of elements from the leadership of PT Hutan Sawit Lestari, P2KT administrators, and environmental experts at PT Hutan Sawit Lestari, supervisors and employee representatives. Data analysis uses the triangulation method. The research data were analyzed using Van Meter and Van Horn's Policy Implementation theory.

The research results it is known that the Plantation Company PT.Hutan Sawit Lestari has implemented an Occupational Safety and Health Management System in accordance with statutory provisions. The company formed the P2KT organization as the implementing unit, and established supervisors. The company provides facilities and infrastructure in the form of equipment to prevent work accidents, provides health facilities in the form of health clinics, and installs signs to indicate danger. To support the performance of P2K3, the Company provides certified experts according to the required fields and from ministries and other institution. Conclusions from this research Overall, the Palm Oil Plantation Company PT.Hutan Sawit Lestari implemented Occupational Safety and Occupational Health principles in accordance with the mandate of Law No. 13 of 2003 concerning Labor in every line of work. However, it needs to be improved in order to achieve the common goal of Safety and Health at work and the ultimate goal is Zero Accidents. Companies are expected to make a priority scale by making adjustments to the latest regulations.

1 INTRODUCTION

Palm oil is one of the commodities that contributes the largest foreign exchange to the country. Main Director of the Palm Oil Plantation Fund Management Agency (BPDPKS) Eddy Abdurrahman at the opening of the event 'Socialization of the Impact of Implementing

BPDPKS BLU Service Tariffs on Sustainable Palm Oil Plantations, said' Palm oil is a strategic commodity for the Indonesian people, apart from providing huge foreign exchange, palm oil also creates jobs. No less than 16 million people work in palm oil industry. As a strategic commodity, palm oil generates huge foreign exchange, an annual average of US\$ 22-23 billion. Apart from that, palm

oil also directly creates employment opportunities for 16 million people. Palm oil is a strategic commodity for the Indonesian people, apart from providing huge foreign exchange, palm oil also creates jobs. No less than 16 million people work in the palm oil industry. As a strategic commodity, Palm oil generates huge foreign exchange, an annual average of US\$ 22-23 billion. Apart from that, palm oil also directly creates employment opportunities for 16 million people.

The area of oil palm plantations in Indonesia will reach 14.99 million hectares (ha) in 2022. This number has increased by 2.49% compared to the previous year which was 14.62 million ha. Looking at the trend, the area of oil palm plantations in the country has tended to increase in the last decade. The area of oil palm plantations also reached its highest figure last year. The management of oil palm plantations in Indonesia is generally managed by the state, the private sector with an area of 8.83 million hectares, while those controlled by the community are 6.16 million hectares. Furthermore, the National Statistics Agency (BPSN) noted that Riau Province has the largest oil palm plantation area in Indonesia in 2022, namely 2.86 million ha. Its position is followed by West Kalimantan and Central Kalimantan with oil palm plantation areas of 2.01 million ha and 1.83 million ha respectively.

The Directorate General of Plantations of the Ministry of Agriculture and the Indonesian Palm Oil Entrepreneurs Association (Gapki) noted that the achievement of crude palm oil (CPO) production was 46.7 million tons in 2022, a decrease of 0.34 percent from 2021 production of 46.8 million tons. The palm oil industry is also a labor-intensive industry that absorbs a lot of workers. Increasing production along with increasing land also encourages an increase in the number of workers in the palm oil plantation sector.

Central Kalimantan is the province with the largest number of oil palm plantation workers, reaching 756 thousand people. This number beats Riau with 609 thousand workers and North Sumatra with 567 thousand workers. Companies that have more than 100 workers or have a high potential for work accidents are required to implement an Occupational Safety and Health Management System. This policy is implemented based on Government Regulation (PP) no. 50 of 2012. Regulations which are implementing regulations for article 87 of Law no. 13 of 2003 concerning Employment states that SMK3 is part of the company's overall management system in the context of controlling risks related to Occupational

Safety and Health in order to create a safe, efficient and productive workplace.

Indah Yuliana(2020) Occupational Health and Safety is one of the main concerns for companies because basically the human spirit is everything. Accidents and health and disease are things that must be avoided for workers and their families. Losses as a result of work and health accidents will not only be detrimental to workers but also to the company, because of additional costs due to accidents and a bad track record for the company. Much greater costs will be borne by the company if occupational safety and occupational health are not managed well by the company. In managing occupational safety and occupational health, an Occupational Safety and Occupational Health (SMK3) management system is required.

Government Regulation Number 50 of 2012, stipulates the implementation of the Occupational Safety and Health Management System (SMK3), which is a mandatory government policy to be implemented by companies in an effort to reduce the number of work accidents and occupational diseases. In this regulation, it is mandatory to implement K3 Management System norms (1) Implementation of the K3 plan is carried out by entrepreneurs based on the K3 plan as follows referred to in Article 6 paragraph (1) letter c and Article 9. (2) Entrepreneurs in implementing K3 plans are supported by human resources in the field of K3, infrastructure and facilities.

PT.Hutan Sawit Lestari is a plantation company operating in the oil palm plantation sector which is domiciled/located in Tualan Hulu District, East Kotawaringin Regency, Central Kalimantan Province. The PT Hutan Sawit Lestari company was founded ± 11 years ago and has obtained an HGU (Hak Guna Usaha) permit. HGU PT. Sustainable Palm Oil Forest covering an area of 6,299.88 Ha. In processing and cultivating oil palm plantations, PT. Sustainable Palm Oil Forest has its own Palm Oil Factory (PKS) with a production capacity of 45 tons/hour, with coordinate points: LS: 1038°26.31" and BT: 112051°11.36". PT. To date, Sustainable Palm Oil Forest has employed employees with a total of 1,772 workers consisting of (Employees and staff = 621 people, Harvest Workers = 523 people and Daily Garden Care = 653 people).

Even though regulations regarding occupational safety and occupational health have been established by the government in the form of Government Regulation No. 50 of 2012, in reality on the ground the understanding and perception regarding implementation, especially in industry, is still

diverse. Based on the facts, data and phenomena as stated above, the problem in this research is how the PT Hutan Sawit Lestari Company implements the Occupational Safety and Occupational Health Management System Policy.

2 LITERATUR REVIEW

Policy implementation is a process of trying to translate a policy that is still abstract into concrete reality. Jones (1986) suggests that the activities of the public policy implementation process can be divided into three stages, namely the interpretation stage, the organizing stage and the application stage. Apart from Jones, Donald S. Van Meter and Cearl E. Van Horn in Wahab (2002:65) state: "those actions by public or private individuals (or groups) that are directed at the achievement of objectives set for in prior policy decisions". According to Van Mater and Van Horn, the implementation process is formulated as actions carried out by individuals, officials, groups, government or the private sector which are directed at achieving the goals outlined in policy decisions.

According to Van Meter and Van Horn (1975), there are several factors that are believed to influence policy implementation and performance. Some of these factors are as follows:

1. Policy standard and objective, which 'elaborate on the overall goals of the policy decision... to provide concrete and more specific standard for assessing performance'.
2. The resources and incentive made available
3. The quality of inter-organizational relationships (we find in their discussion of this, as in so much of the American literature on implementation, an extensive discussion of aspects of Federalism
4. The characteristics of the implementation agencies, including issues like organizational control but loos, going back surely to inter organizational issues, 'the agency' formal and informal linkages with the "policy-making" or "policy-enforcing" body'
5. The economic, social and political environment,
6. The disposition or response oh the implementer"s, involving three elements: their cognition comprehension, understanding) of the policy, the direction of their response to it (acceptance, neutrality, rejection) and the intensity of that response'.

The implementation of public policy is defined as the tendency, desire or agreement of the implementer (implements) not only must know what must be done and have the ability to carry out the policy, but they must also have the will to implement the policy (Edward III, 1980: 11) . Most implementer can carry out policy implementation freely. The reason is their dependence on the superiority of the people who formulate the policy, and the complexity of the policy itself.

Van Meter & Van Horn (1974, 472) argue that there are three types of response elements that can influence the ability and willingness to implement a policy, including first, knowledge (cognition), understanding and understanding of the policy, second the direction of their response, whether they accept, neutral or reject (acceptance, neutrality and rejection), and third, the intensity of the policy. Understanding and general intent of a standard and policy objectives is important, because, however successful policy implementation is, it can fail (frustrate) when implementer (officials) are not fully aware of the standards and policy objectives. The direction of the disposition of implementers towards standards and policy objectives is also a "crucial" thing. Implements may fail in implementing policies, because they reject the objectives of a policy (Van Meter & Van Horn, 1974, 473).

3 METHODS

This research uses qualitative methods, qualitative research is a research method used to uncover problems in the work life of government, private, community, youth, women's, sports, arts and culture organizations, etc. so that it can be used as a policy for the common welfare. (Al-Ghazaruty, 2009). In qualitative research methodology, there are various data collection methods/sources that are commonly used. According to Bungin (2007:121-122), "the documentary method is one of the data collection methods used in social research methodology to explore historical data. Document material differs gradually from literature. Literature is published material, while documentary is information stored or documented as documentary material.

Moleong (2007:217) provides reasons why document study is useful for qualitative research, including; 1). Because it is a stable, rich and encouraging source. 2). Useful as evidence for a test. 3). Useful and appropriate because it is natural, appropriate to the context, born and in the context. 4. Relatively cheap and not difficult to find, it just

takes time. 5). The results of the content study will open up opportunities for expanding knowledge of something being investigated.

4 RESULTS AND DISCUSSION

East Kotawaringin Regency is one of the districts in Central Kalimantan province. The capital of this district is located in Sampit. This district has an area of 16,496 km², consisting of 17 (seventeen) sub-districts, 17 (sub districts) and 168 villages. From 17 Districts. in East Kotawaringin, there are at least 50 large private oil palm companies (PBS) that are already operating. Of this number, there are at least 35 palm oil processing factories, with production of fresh fruit bunches (FFB) amounting to 8,383,070,190 kg, CPO 1,843,630,706 kg, kernel 375,922,421 kg, and PKO 25,415,870 kg.

One of the Palm Oil Plantation Companies is PT. Sustainable Palm Oil Forest is domiciled/ located in Tualan Hulu District, East Kotawaringin Regency, Central Kalimantan Province. The Palm Oil Company PT Hutan Sawit Lestari, which was established approximately 11 (eleven) years ago and has employed local employees from the Central Kalimantan area (General Payroll) is estimated to reach 69% of the total 1772 people, including office administration workers, assistants. Manager, Foreman, Clerk, Security Guard, Cook and 2 Managers, as well as harvest workers and daily garden maintenance workers. Judging from the number of workers absorbed by PT Hutan Sawit Lestari, the large number of palm oil harvests and processing results from palm oil mills that produce CPO, it is based on Law Regulation No. 13 of 2013 concerning Employment, article 86 letter a which states Efforts to protect workers are carried out so that workers are always healthy, safe, secure and prosperous so that ultimately they can achieve a high level of productivity. One important aspect is the Institutional Enforcement of the Occupational Safety and Health Management System (SMK3).

4.1 Occupational Safety and Health Management System Policy (SMK3)

Human resources (labor) are one of the company's assets which have an important role in determining the company's success in achieving its stated goals. Therefore, the workforce must be given special attention and managed as well as possible by the

company. This is intended so that the company's workforce is able to provide optimal contributions in efforts to achieve company goals. In managing human resources, management is needed that is able to manage resources systematically, planned and efficiently.

In managing human resources, in this case the workforce, the government makes laws and regulations which essentially provide protection for workers, guarantee workers' basic rights, and guarantee equality of opportunity and treatment without discrimination on any basis to realize the welfare of workers/laborers. and his family while still paying attention to developments in the business world. In order to provide protection and realize the welfare of workers, the government has established Law Number 13 of 2003 concerning Manpower to ensure the existence of a harmonious work relations system and guarantee the basic rights of workers and guarantee equality of opportunity and without discrimination accompanied by pressure from the parties involved. strong to the weak. In Article 86 paragraph 1 of Law Number 13 of 2003 it is stated that every worker/laborer has the right to obtain protection for:

- a. occupational Health and Safety
- b. morals and decency and
- c. treatment that is in accordance with human dignity and religious values.

As stipulated by the Government in Law Number 13 of 2003, every company that meets the provisions is required to implement an Occupational Safety and Health Management System (SMK3). In Indonesia, SMK3 has been implemented since 1996 through Minister of Manpower Regulation No.05/Men/1996. Internationally, the development of OHSMS began to develop through the ILO Guideline in 2001. Then in the same year, OHSAS was also developed. SMK3 was reaffirmed in Law No.13 of 2003 article 87. And mandated implementation guidelines through Government Regulation No.50 of 2012 concerning the Implementation of SMK3 since 12 April 2012. To clearly understand the systematic of implementing SMK2, you can see the following chart.

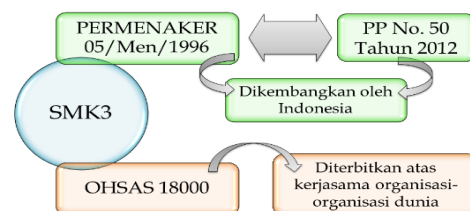


Figure 4.1: Systematic of implementing SMK3.

Based on Figure 4.1, it can be seen that the legal basis for SMK3 is Article 87 of Law No.13/2003, which contains:

- (1) Every company is obliged to implement a safety and health management system work that is integrated with the company management system.
- (2) Provisions regarding the implementation of the occupational safety and health management system as intended in paragraph (1) is regulated by Government Regulations.

The next legal basis for SMK3 is PP No.50/2012, which consists of:

Article 1- Definition of SMK3 Is part of the company's management system as a whole overall in the context of controlling risks related to work activities to create a safe, efficient and productive workplace.

Article 2- Objectives of implementing SMK3

- a. increase the effectiveness of planned occupational safety and health protection, measurable, structured and integrated;
- b. prevent and reduce work accidents and work-related diseases by involving elements of management, workers/laborers, and/or trade/labor unions;
- c. creating a safe, comfortable and efficient workplace to encourage productivity.

Article 5- Implementation of SMK3

- Mandatory for companies: employ at least 100 (one hundred) workers/laborers; or has a high level of potential danger.
- Provisions regarding high levels of potential danger in accordance with regulatory provisions legislation
- When implementing SMK3, pay attention to statutory regulations, conventions or international standards

4.2 Company Occupational Safety and Health Management System (SMK3) PT Hutan Sawit Lestari Palm Oil Plantation

All areas of work have risk factors for work accidents that can befall laborers/labor workers. Considering the risk factors that could occur, the Government in this case has issued Labor Laws, which contain Work Safety requirements in order to protect the rights of workers. Therefore, every worker/laborer has the right to obtain protection for Occupational Safety and Health in accordance with

article 86 letter a UU no. 13 of 2003 concerning Employment. Efforts to protect workers are carried out so that workers are always in a healthy, safe, secure and prosperous condition so that ultimately they can achieve a high level of productivity. One important aspect is K3 Institutional Enforcement, occupational health efforts and good work environment management.

Palm Oil Plantation Company PT. Sustainable Palm Oil Forests in order to comply with statutory provisions and support the Occupational Safety and Occupational Health Management System has formed an Occupational Safety and Occupational Health Advisory Committee Organization (P2K3). The P2K3 organization in its organizational structure includes competent and certified experts from each ministry and other institutions, both from the government and other institutions. As for data on expert staff owned by the Palm Oil Plantation Company PT.Hutan Sawit Lestari in the Occupational Safety and Occupational Health Management System can be seen in the following table.

Table 4.1: Occupational Safety and Health Management System (SMK3) Experts.

No	Information	Total
1	Occupational Safety and Health Expert and has received a decree from the Ministry of Manpower of the Republic of Indonesia	5
2	Staff who are competent in the field of First Aid for Accidents and have received a First Aid certificate from the Ministry of Manpower and Transmigration of the Republic	1
3	The Fire and Rescue Team has fire fighting equipment to prevent and deal with fires in the environment	20
4	Tenaga Paramedic untuk mengikuti pelatihan Hyperkes yang dilaksanakan di Jakarta oleh Kemenakertrans Republik Indonesia	2
5	Juru Las bersertifikat untuk karyawan yang khusus bekerja di pengelasan.	3
6	The equipment operator has a K3 license for lifting and transport equipment, has a driving license (SIM).	50

Source: PT Hutan Sawit Lestari

The Palm Oil Plantation Company PT Hutan Sawit Lestari, in implementing the Occupational Safety and Occupational Health Management System (SMK3), provides equipment and supporting facilities as an effort to prevent work accidents and maintain health for workers and their families and communities living around the Company's area. The SMK3 supporting equipment can be seen in the following table.

Table 4.2: Equipment and Supporting Facilities SMK3 PT. Hutan Sawit Lestari.

No	Informasi	Condition
1	Install light fire extinguishers (APAR) according to instructions/mandate RI Minister of Manpower and Transmigration Regulation No. 04/1980 concerning APAR. Installation is carried out in strategic places such as: employee housing, generator engines, child care centers, offices, clinics, employee cooperatives, palm oil factories (PKS), a checklist is carried out every month by P2K3 officers as a form of monitoring the condition of the APAR.	installed well
2	Providing first aid kits in workplaces (such as in large offices, and warehouses/workshops, elementary schools, kindergartens and main camp landfills and carried by foremen in the field after receiving training from first aid certificate holders and assisted by PT. Hutan Sawit Lestari Polyclinic Paramedics.	Available in sufficient quantities
3	Regarding the Obligations of the Management, article 14 letter (a) has installed a banner with Occupational Safety and Health Information in strategic places such as offices, warehouses & workshops as well as in palm oil factories (PKS) in public places that are easy to read by employees, contractors, suppliers and guests.	Installed well
4	Installation of sign boards in public places that are easy to see and read by the public regarding the use of APD, calling for prioritizing Occupational Safety and Health	Installed in a strategic location
5	Put up an occupational safety and health flag at the Head Office, at the PKS PT office, Sustainable Palm Oil Forest and at the Port/Bulking CPO in Bukit Batu Village, Cempaga Hulu District, Waringin Timur City Regency	Installed well
6	Providing Personal Protective Equipment (PPE) to employees, especially those who work at high risk and danger of work accidents and being exposed to or contaminated with toxins, such as Central Warehouse, Workshop, Spraying, Manuring and Harvester employees.	Sufficiently Available
7	Providing health services to BUMIL and children under five at the end of every month by inviting doctors and midwives at the Parenggean 2 Health Center to the PT Clinic. Sustainable Palm Oil Forest to check the health of children under five and pregnant women and provide immunizations.	Carried out regularly and on a scheduled basis
8	Conduct health check-ups (worker health checks) in plantations 01, 02, 03, 06, warehouse, PKS, and BPPL who work at high risk and risk of work accidents by taking blood samples from each employee (cholinesterase check) and sending them to Neoziqma Lab in Sampit and collaborates with PARAHITA DIAGNOSTIC CENTER SURABAY Lab	Done regularly and on a schedule

Source: Laporan PT Hutan Sawit Lestari 2023

4.3 Factors That Influence the Successful Implementation of System Policies Occupational Safety and Occupational Health Management PT. Hutan Sawit Lestari

Policy implementation as a concept has a number of theoretical foundations, especially a number of factors that play an important role in the policy implementation process. There are many factors and elements within each factor, each of which individually or together interact with each other to influence policy implementation. Each factor and

element in it has a different role, but its existence cannot be ignored or its role is considered small. Sometimes factors or elements that have a small role in certain public activities can be considered to have a large role in other cases or activities.

Among the factors that look simple to complex can be human resource factors to organizational structures, and working relationships between organizations, starting from issues in the form of commitment of policy implementer. Some experts try to generalize all these factors into several specific factors which are considered to be representative of factors and elements that have a significant role in the implementation of public policy, one of which is Van Meter and Van Horn. According to Van Meter and Van Horn there are at least 5 (five) factors that determine success or failure in policy implementation consisting of: Standards and Objectives, resources, inter-organizational communication and implementing activities, implementing disposition, implementing attitude, implementing statistics/structure organization.

The five factors that determine success or failure implemented by PT. Hutan Sawit Lestari are based on research data studied with the opinions of Van Meter and Van Horn as follows:

(a) Standards and Goals

In every public policy, standards and objectives must always be stated clearly in each program. Because with clear standards and policy objectives, it will be easy to implement the policy. On the other hand, failures will often occur due to unclear policy standards and objectives. Palm Oil Plantation Company PT. Sustainable Palm Oil Forests in creating and compiling the Occupational Safety and Health Management System (SMK3) program use standards set by the Government in applicable laws and regulations, as the first legal basis is Law no. 13 of 2013 concerning Manpower, and Decree of the Ministry of Manpower of the Republic of Indonesia Number: KEP.7869/M/DJPPK/VII/2014 concerning providing reports every 3 (three) months to the Minister of Manpower or appointed Officials. The purpose of making an expert report on occupational safety and health within PT. Sustainable Palm Oil Forests are as follows:

- As a form of supervision and responsibility for the appointment decision letter from Ministry of Manpower of the Republic of Indonesia
- provide information to the relevant agencies regarding the implementation of K3 in the PT.Hutan Sawit Lestari.

c. Providing positive suggestions and recommendations for the company regarding safety implementation and occupational health in the PT environment. Sustainable palm oil forests so that the workforce is always available a state of health, safety, security and prosperity so that in the end to achieve something high level of productivity where the important aspect is safety and security efforts occupational health including K3 Institutional Enforcement, occupational health efforts and managing a healthy and environmentally friendly work environment.

(b) Resource

Policy resources are no less important than standards and objectives, these policy resources must be available in order to facilitate the implementation (implementation) of a policy. Lack or limited funding or other incentives for implementing policies is a major contribution to the failure of policy implementation. Important sources in implementing the policy in question include:

1. Staff

In this context, each staff member must have the skills and abilities to carry out tasks, recommendations and orders from superiors. Apart from that, there must be accuracy and appropriateness between the number of staff required and the expertise they possess in accordance with the tasks and work they handle. At the Palm Oil Company PT Hutan Sawit Lestari, with regard to the Occupational Safety and Health Management System (SMK3) as per the data in table Table 4.1 There are 81 (eighty one) Occupational Safety and Health Management System (SMK3) Experts at the PT Hutan Sawit Lestari Company. experts who have certificates according to their field and expertise issued by the government through the responsible ministry in accordance with the provisions.

2. Fund

Funding sources are urgently needed to finance the implementation and operational implementation of policies. On the Palm Oil Plantation of the PT Hutan Sawit Lestari Company, the implementation of the Occupational Safety and Occupational Health Management System policy is budgeted in the SMK3 operational fund. The basis for calculating funds can be done by: (1) Compiling a list of occupational accident and health risks that occur, (2) Carrying out an K3 risk assessment, (3) Determining

mitigation actions for K3 risks (4) Calculating K3 costs, (5) Carrying out calculation of the percentage of K3 costs to the contract.

3. Information

Relevant and sufficient information about how to implement a policy and the willingness or ability of the various parties involved in implementing the policy, so that implementer will not make mistakes and interpret how to implement or carry out the policy. Apart from that, this information is important to make the people involved in implementation aware so that they are willing to carry out and comply with their duties and obligations.

At the Palm Oil Plantation Company PT Hutan Sawit Lestari, information on the Occupational Safety and Occupational Health Management System is carried out by installing signs and signs as well as work safety equipment in strategic places to avoid work accidents and efforts to prevent disease, especially dangers resulting from work accidents and health problems. other.

4. Authority

Authority is needed to guarantee and ensure that the policies that will be implemented are in accordance with their wishes. At the Palm Oil Plantation Company PT Hutan Sawit Lestari, the authority to implement Occupational Safety and Occupational Health Management is given to the P2K3 Organization formed by the Company to implement policies in accordance with the provisions of the Legislative Regulations, this is done by equipping the company with the expert staff required.

5. Facility

Facilities are the means used for operationalization in carrying out the implementation of a policy which includes, among other things, buildings, land and facilities, all of which will make it easier to provide services in implementing the policy. At the Palm Oil Plantation Company PT.Hutan Sawit Lestari facilities in the form of supporting facilities and infrastructure are provided by the company according to the company's capabilities.

Specifically for the implementation of the Occupational Safety and Health Management policy, the facilities provided are: Personal Protective Equipment for workers (PPE), Light Fire Extinguisher (APAR) in accordance with the instructions/Mandate of the Minister of Manpower and Transmigration of the Republic of Indonesia No. 04/1980 concerning APAR, Medical Centers/Clinics have obtained operational permits from the Regent

of East Kotawaringin with the Decree of the Regent of KOTIM No. 10/IK-BP/KP3M/X/2015 dated 07 October 2015, Warehouse for storing employee PPE, employee showers for spray and fertilizer as well as a place for washing used sacks and making a tub/pool for storing used washing and bathing water for employees in Garden 06 (division 24), central warehouse and garden 01, management of B3 waste has been carried out well as evidenced by the existence of a special LB3 storage warehouse, there is an LB3 balance sheet, it is labeled, given a wooden plate, etc. Waste handling at the main camp has been handled well, with waste being separated regularly every day and disposed of in the waste pits provided.

(c) Communication Between Organizations

Standards and objectives must be understood by the individuals (implements) who are responsible for achieving the standards and policy objectives. Therefore, standards and objectives must be communicated to implementer consistently and uniformly from various sources of information.

Before implementing the Occupational Health and Safety Management System (SMK3) policy, the Palm Oil Plantation Company PT. Socialization is delivered in work meetings and work evaluations which are held regularly, planned and programmed. One of the results of the work meeting was to form a P2K3 organization along with determining management by appointing an implementing unit. P2K3 membership comes from the workforce in the company, every three months a meeting is held to evaluate workforce activities to prevent work accidents. The results of the P2K3 performance evaluation were presented at a working meeting of leadership elements within PT. Sustainable Palm Oil Forest. This is part of vertical communication between leaders and subordinates.

(d) Activities/Attitudes of the Implementer and Disposition

2K3 which was formed by the Palm Oil Plantation Company PT. Hutan Sawit Lestari carries out work safety and health management system activities by following applicable rules and regulations. Efforts to prevent work accidents and occupational health by preparing experts according to the fields and expertise required by PT. Hutan Sawit Lestari. As in the data in table 4.1 above, existing experts have certificates according to their field of expertise issued by the ministry. The P2K3 organization receives full support from the company with

available budgeted funds, not only expert staff, support is also provided by providing facilities and infrastructure such as supporting activities in the occupational safety and occupational health management system such as providing PPE (Personal Protective Equipment) for all workers, Providing first aid kits for each work unit, providing light fire extinguishing equipment, installing danger signs, providing clinical facilities and infrastructure, as well as carrying out health checks for each worker.

(e) Implementing Characteristics/Bureaucratic Structure

Organizational structure, division of authority, relationships between organizational units within the organization concerned, organizational relationships with external organizations and so on. Therefore, the bureaucratic structure includes dimensions of fragmentation and standard operating procedures. P2K3 at the Palm Oil Plantation Company PT. Hutan Sawit Lestari has SOPs as determined by the Government. The creation of K3 SOPs follows references to Management System Standards such as OHSAS 18001. As for the form of accountability to the government in accordance with applicable regulations, PT. Hutan Sawit Lestari has been audited by the ISPO team for stage 2 by the company PT. SGS Indonesia.

5 CONCLUSIONS

Based on the findings and analysis regarding the implementation of the Occupational Safety and Health Management System Policy at the PT.Hutan Sawit Lestari We can conclude that sustainable oil palm forests are as follows:

- a. Overall, the Palm Oil Plantation Company PT. Hutan Sawit Lestari already implement Occupational Safety and Occupational Health principles as mandated right in Law No. 13 of 2003 concerning Labor in almost every line of work.
- b. It is necessary to increase the implementation of Occupational Safety and Health³ in order to achieve the goals The common goal is safety and health at work and the ultimate goal is Zero Accidents/Zero Accidents.
- c. In the framework of implementing Occupational safety and Health rules, of course there are several things that need improvement and become a priority scale, namely referring to The

most recent applicable law is the Job Creation law.

Based on the findings and analysis of the findings that we have carried out and mentioned previously, and in order to further improve the performance of the Occupational Safety and Health Management System (SMK3) at PT.Hutan Sawit Lestari recommends the following things:

- a. So that findings that are not in accordance with K3 rules and norms are followed up in a measurable time
- b. Increase cooperation in every line in matters implement a Safety Management System and Occupational Health at the Palm Oil Plantation Company PT. Hutan Sawit Lestari
- c. Providing supporting facilities and infrastructure that are more complete and adequate in terms of Quality and quantity in efforts to implement an Occupational Safety and Health Management System within PT.Hutan Sawit Lestari

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