

# OSHM - HIRARC FOR SUSTAINABLE PLANTATION OPERATIONS

**SPEAKER:** ENCIK MOHD SABRE SALIM  
**DATE:** 8 – 9 APRIL 2019  
**VENUE:** ISP HEADQUARTES  
 SUITE 3A01, LEVEL 3A, PJ TOWER, AMCORP TRADE CENTRE  
 18 PERSIARAN BARAT, 46050 PETALING JAYA, SELANGOR



ORGANISED BY  
 ISP MANAGEMENT (M) SDN BHD

## INTRODUCTION

Principle 3 Criteria 1 in MSPO clearly stated that all operations must comply with all relevant laws and regulations. Occupational Safety and Health Act 1994 (OSHA 1994) is automatically applicable for plantation operations. MSPO Principle 4 Criteria 4 requires management to manage Employees Safety and Health systematically with the risks of all operations shall be assessed, documented and practiced. The acceptable compliance indicator is Hazard Identification, Risk Assessment and Risk Control (HIRARC). HIRARC has become fundamental to the practice of safe work procedure in Standard Operating Procedure (SOP) for sustainable plantation management. Legislation also requires that this process should be systematic, recorded, reliable and complete as an approach of PREVENTIVE MEASURES as a way of managing Occupational Safety and Health (OSH). With HIRARC, one will be able to identify hazard, analyze and assess its associated risk and then apply the suitable control measures.

This TWO days training program will provide guidance on methodology of conducting HIRARC in plantation operations and practices.

## TRAINING METHODOLOGY

Our approach is simple and easy to digest according to the levels of participants. Generally, few techniques will be adopted such as:

- ❖ Briefing, lectures and explanation
- ❖ Inquiry Technique / Question and answer Technique
- ❖ Video guide exercise
- ❖ Group work technique – brainstorming
- ❖ Workshop & presentation

## TRAINING OUTCOMES

Participants will be able to:

- ❖ Aware the important of Employee Safety & Health at work place
- ❖ Analyze safety risks associated with estate practices
- ❖ Prepare Job Hazard Analysis for each of the estate job activities
- ❖ Develops HIRARC for plantation operations.
- ❖ Documenting HIRARC for plantation operations and practices
- ❖ Communicating Safe work procedures to employees
- ❖ Practice safe work procedure
- ❖ Improve general Standard Operating Procedures
- ❖ Comply with Sustainable Standard requirements
- ❖ Develops Key Safety Competencies for high performance employees
- ❖ Inculcate safe work culture
- ❖ Be a competent estate safety personnel

## WHO SHOULD ATTEND?

All plantation personnel including

- ❖ Estate safety personnel
- ❖ Estates' executives such as Assistant Manager, Sr Assistant Manager & Manager
- ❖ Estates' Administration & Finance Executives, Cadet, Sr Field Supervisor/Conductor
- ❖ Plantation office (HQ) executives

## REGISTRATION FEES

- ISP MEMBER RM550 (INCLUSIVE OF 6% SST)
- NON-MEMBER RM650 (INCLUSIVE OF 6% SST)

## WHAT YOU WILL COVER?

DAY	MORNING SESSION (9.00 AM – 1.00 PM)	AFTERNOON SESSION (2.30 PM – 5.00 PM)	DAY	MORNING SESSION (9.00 AM – 1.00 PM)	AFTERNOON SESSION (2.30 PM – 5.00 PM)
	1	<ol style="list-style-type: none"> <li>1. Registration &amp; Introduction to The Program</li> <li>2. Pre-Training Self-Test</li> <li>3. Osh Management in Sustainability Requirement                             <ul style="list-style-type: none"> <li>• Principle of Sustainable Plantation Management (MSPO)</li> <li>• Managing OSH in Sustainability (MSPO)</li> </ul> </li> <li>4. Safety Risk Concept in Plantation Operations                             <ul style="list-style-type: none"> <li>• Definition</li> <li>• Likelihood</li> <li>• Severity</li> </ul> </li> <li>5. Planning &amp; Conducting HIRARC in Plantation                             <ul style="list-style-type: none"> <li>• The Objectives</li> <li>• Planning of HIRARC Activities</li> <li>• Process of HIRARC</li> </ul> </li> </ol>		<ol style="list-style-type: none"> <li>1. Process of HIRARC in Plantation Operations                             <ul style="list-style-type: none"> <li>• Classify of Work Activities</li> <li>• Hazard Identification – Health/Safety/Environmental Hazards</li> <li>• Hazard Identification Technique &amp; Assessment Methodology</li> <li>• Analyze &amp; Estimate Risk</li> <li>• Risk Assessment</li> </ul> </li> <li>2. Control                             <ul style="list-style-type: none"> <li>• Selecting Suitable Control Measures</li> <li>• Types of Control</li> <li>• Monitoring Control</li> <li>• Safe Work Procedures</li> <li>• PPE</li> </ul> </li> <li>3. Session Round-Up, Tea Break &amp; Net Working</li> </ol>	2



## **ABOUT THE TRAINER**

### **MOHD SABRE SALIM - biodata**

*Known as the modern planter by many, Mohd Sabre Salim has the “special touch” to change the life of a young unknown cadet trainee to a successful planter. His wide experience in plantation business management areas made him the outstanding person for reference in developing all levels of personnel in plantation industry. Equipped with the latest and advanced knowledge in plantation management, it is undeniable he is a role model that young planters of today emulate and dreamed to be.*

*Colonial trained by traditional Danish planter in the early 80’s, polished by open minded Malaysian planters, he is able to nurture young school leavers with necessary foundation to become successful planters. To him, pursuing knowledge and gaining experience to upgrade his career and passion in developing people is a never-ending mission. With this in mind from a Diploma in Agriculture and degree in Agribusiness in the early 80’s, he pursued his Master in Business Administration (MBA) in 2004/06 specifically for the plantation industry. From then on it was no turning back for him. His mission is to gain experience, get knowledge, shared with others to add their values. It is proven when he thought plantation business management subjects for certificates, diploma, degree and masters student from various public and private universities as well as carrying out public and in-house training programs for plantation personnel.*

*He is also a competent and certified trainer with a level 3 advanced Train the Trainer from National Institute of Occupational Safety and Health (NIOSH), Malaysian Construction Development Board (CIDB) and the Pembangunan Sumber Manusia Berhad (Human Resource Ministry). He was appointed as an external consultant for human resource management and development by National Human Resource Centre, Ministry of Human Resource. Adding to his knowledge, he grabbed the opportunity and successfully completed the MSPO Lead Auditor Course and now a certified Malaysian Sustainable Palm Oil (MSPO) Auditor and also a MSPO Peer Reviewer (MPOCC) . Since the introduction of MSPO, he has delivered various training and knowledge sharing in the sustainability subjects to personnel from plantation companies and university students.*

*With combination of vast hands-on experience in plantation operations, business management and administration, knowledge and information from the exposure in plantation sector regionally, training & presentation competency and passion in human capital development, he has provided numerous interactive and learner-centered training and development in the areas of plantation operations and management, managerial and supervisory development programs, plantation financial management, Occupational Safety and Health Management for plantation and agricultural sector, project management areas, employee performance management, plantation cadetship programs and also guest lecturer for plantation modules offered by public universities for diploma, degree and masters students.*

*Binding in a word “competent”, his training session is an experience gaining event, an acquaintance with him will be an invaluable experience that will benefit you, your career and your employer.*