

HSSE Regulatory Update



Guidelines on Occupational Safety and Health For Standing at Work 2024 *Garis Panduan Keselamatan dan Kesehatan Pekerjaan Untuk Berdiri di* *Tempat Kerja 2024*

Summary

The new Guidelines on Occupational Safety and Health for Standing at Work 2024, issued under the Occupational Safety and Health Act 1994 (OSHA), establish comprehensive requirements for workplace standing arrangements. These guidelines supersede previous workplace standing recommendations and aim to address the increasing concerns about musculoskeletal disorders, fatigue, and other health issues related to prolonged standing at work.

The guidelines are intended to ensure that employers implement appropriate measures for employees who work in standing positions, conduct ergonomic risk assessments, and establish proper standing work management systems to protect employees from adverse health effects.

Due to the rising number of reported lower limb disorders, back pain, and cardiovascular issues related to prolonged standing across various sectors including retail, manufacturing, healthcare, and service industries, the Department of Occupational Safety and Health (DOSH) has introduced these guidelines to establish better standing work standards applicable to all workplaces under OSHA's purview.

Basic Info & Links

Agency	:	Department of Occupational Safety and Health (DOSH)
Publish Date	:	30 October 2024
Superseded Guidelines	:	Guidelines on Occupational Safety and Health For Standing at Work 2002
Full Guidelines	:	DOSH Website
Ergonomic Risk Assessment Guidelines	:	DOSH Website
OSH Act 1994	:	Federal Legislation Website

Review/ Q&A

Who do these guidelines apply to?

These guidelines apply to all workplaces as provided by Occupational Safety And Health (Amendment) Act 2022 (except work specified in First Schedule). They are relevant to workplaces where employees are required to perform tasks in standing positions for extended periods, including industries like manufacturing, retail, healthcare, and more. They cover both employers and employees, emphasizing ergonomic practices to prevent workplace injuries and illnesses.

What are the key responsibilities of employers under these guidelines?

The key responsibilities of employers under the Guidelines are as follow:

- *Conduct ergonomics risk assessments.*
- *Design workstations that minimize physical strain.*
- *Provide anti-fatigue mats, adjustable workstations, and supportive equipment.*
- *Train employees on proper postures, dynamic standing exercises, and the use of personal protective equipment (PPE).*
- *Establish administrative controls like job rotation and regular breaks to reduce standing fatigue.*

Are pregnant employees subject to special considerations?

Yes, prolonged standing can pose risks to pregnant employees, such as preterm birth and spontaneous abortion. Employers must make accommodations, such as allowing seated tasks, offering additional breaks, or reassigning duties to ensure the safety of pregnant employees.

What are the principles of ergonomics for standing at work?

1. Work in neutral postures
2. Keep everything in easy reach
3. Work at proper heights
4. Minimise fatigue and static load
5. Minimise pressure points

Is there a fine imposed for non-compliance with these guidelines?

While the guidelines themselves do not impose direct penalties, non-compliance with OSHA 1994 requirements can result in legal consequences.

Section in OSHA 1994	Non-Compliance
Section 15 describes the duty of every employer to ensure; so far as is practicable, the safety, health and welfare at work of all his employees.	Fine not exceeding RM500,000 or imprisonment for a term not exceeding 2 years or to both.
Section 17 requires employers and self-employed individuals to conduct their work in a way that, as far as practicable, does not expose themselves or others (who are not their employees) to health and safety risks.	Fine not exceeding RM500,000 or imprisonment for a term not exceeding 2 years or to both.
Section 24 describes the duty of every employee while at work.	Fine not exceeding RM2,000 or imprisonment for a term not exceeding 3 months or to both.