



UNIVERSITI KUALA LUMPUR
INSTITUTE OF MEDICAL SCIENCE TECHNOLOGY

FINAL EXAMINATION
OCTOBER 2025 SEMESTER

COURSE CODE : HRB10403
COURSE TITLE : OCCUPATIONAL SAFETY & HEALTH LEGISLATION
PROGRAMME NAME : BACHELOR OF OCCUPATIONAL SAFETY & HEALTH (HONOURS)
DATE : 28 JANUARY 2026
TIME : 2:00PM - 5:00PM
DURATION : 3 HOURS



INSTRUCTIONS TO CANDIDATES

1. Please read the instructions given in the question paper CAREFULLY.
2. This question paper is printed on both sides of the paper.
3. This question paper consist of ONE sections.
4. Section A consist of five questions. Answer FOUR (4) questions only.
5. Please write your answer on the answer booklet provided.
6. Please answer all questions in English only.
7. Refer to the attached Formula/ Appendies. Tick if applicable

THERE ARE 5 PAGES OF QUESTIONS INCLUDING THIS PAGE

SECTION A (Total: 100 marks)

Answer FOUR (4) questions.

Please use the answer booklet provided.

Question 1

The OSHA 1994 and its 2022 amendment emphasise greater accountability for employers, principals, and manufacturers.

- (a) Explain the implications of revised legal duties and higher penalties, which may influence companies' behaviour and improve their safety culture. In your response, discuss both the positive and negative effects on companies and workers. Give one example to support your explanation.

(20 marks)

- (b) Point out three (3) categories of work excluded from the application of the Occupational Safety and Health Act 1994, as specified in the First Schedule.

(5 marks)

Question 2

The Malaysian Parliament gazetted the Occupational Safety and Health Act 1994 on 24 February 1994.

- (a) A factory identifies a machine that poses a high risk of serious worker injury. Management is considering implementing costly engineering controls to eliminate the risk. With reference to "as far as practicable" under the Occupational Safety and Health Act, explain the basis to assist the employer's decision on the control measure. Your answer should include the following four factors:
- Severity of hazard or risk
 - State of knowledge
 - Availability and suitability of control measures
 - Cost of removal or mitigation

(20 marks)

- (b) Industry code of practice is under Section 37 of the Occupational Safety and Health Act 1994. Describe how an industry code of practice can assist employers and employees in complying with the law

(5 marks)

Question 3

The Safety and Health Committee (SHC) plays a crucial role in promoting workplace safety under the Safety and Health Committee Regulations 1996.

- (a) Outline the roles of the Safety and Health Committee (SHC) in facilitating effective communication between employers and workers, preventing workplace accidents, and promoting a strong safety culture.

(15 marks)

- (b) Based on the Occupational Safety and Health (Safety and Health Committee) Regulations 1996, identify five duties of an employer in relation to the Safety and Health Committee.

(10 marks)

Question 4

Employers bear the primary responsibility for controlling workplace hazards, ensuring a safe and healthy environment for all workers.

- (a) In accordance with the Occupational Safety and Health (Noise Exposure) Regulations 2019, employers are required to manage workplace noise hazards by implementing control measures at three key levels: the source of the noise, the path through which it travels, and the receiver (the worker).
- i. Critically examine one example of a noise control strategy for each level .
 - ii. Explain how each measure contributes to effectively reducing workers' exposure to noise.

(12 marks)

- (b) A new shipbuilding company in Selangor plans a project that will employ 120 workers at its peak. The total project contract value is RM18 million. Based on the Occupational Safety and Health (Safety and Health Officer) Order 1997, answer the following:
- i. Is this company required to appoint a Safety and Health Officer? . Please provide your justification based on the criteria outlined in the order.
 - ii. Explain the importance of the project adhering to the requirement.

(13 marks)

Question 5

At a manufacturing plant, a worker slips on a wet floor during normal operations and is badly injured. Following a medical assessment report, the worker received 10 days of medical leave due to a fractured wrist.

Based on the Occupational Safety and Health (Notification of Accidents, Dangerous Occurrences, Occupational Poisoning, and Occupational Disease) Regulations 2004 (NADOPOD), answer the following questions:

- (a) Determine notifications and reports to be submitted for this accident. (5 marks)
- (b) Identify the forms to be submitted following this accident. (5 marks)
- (c) Propose the reporting timeline for this accident. (5 marks)
- (d) Determine records shall be maintained and the retention period. (5 marks)
- (e) Identify the consequences if the employer fails to comply with these legal requirements. (5 marks)

END OF EXAMINATION PAPER

