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Analysis of Implementation Contractor Safety Management System (CSMS) at the Implementation Stage in PT. Multikarya Asia Pasifik Raya on the Project PT. Pertamina EP Asset 3 Field Jatibarang in 2019

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Abstract: CSMS is document the required standards better for contractors in an employer as well as between the side of a partner of the as the insurer of the on the workforce for individuals the aim is to the venomous system takes a walk and then the number of work accident can be lowered (PT. Pertamina EP, 2011). According to a subsidiary to us company evaluations of the restructuring of assumed to proceeds of the assessment of which had tended to fall January until March 2019 is the lack of the consistency of the multitude the country working essentially and perfectly morally good from the aspect of HSE and his controversial reform program the implantation of the HSE. Research objectives analyzed hour by hour the implementation of the CSMS during the preparatory phase of the implementation of the in reinsurance firm PT. MKAPR. involving an employee who knows the correct process CSMS and qualitative research was conducted. Based on the research suggests that needs to be done on the back against personnel who did not understand the roles and responsibilities in conducting the HSE, no personnel HSE in the area that works is also became a problem in the supervision.

1 INTRODUCTION

Failure in every process or work activity and at the time of work accident no matter how small it will occur due to losses (losses) in general the causes of workplace accidents, namely displacement (fatigue), unsafe working conditions and work (unsafe working conditions), increased worker mastery of work, suspected cause of change (pre-causes) are the need for training: the characteristics of the work itself (Sucipto, 2014).

According The International Association of Oil and Gas Producers (OGP) when viewed from fatality accident data consisting of 62 companies spread across various countries, it is clear that the number of work accidents occurring at the contractor is greater than the companies themselves, from the data published by IOGP from 2007 to 2016 the fatality rate of companies and contractors for 100 million working hours, the first successful work contractor for fatal accident cases (OGP, 2017).

According to SKK Migas in 2016, the number of working hours of Cooperation Contract Employee (KKKS) employees and working partners in upstream oil and gas business activities amounted to 358 million hours originating from 48 Production KKKS, 33 Exploration KKKS and 7 KKKS at the EPC / Project stage who actively conveyed periodic reports to the SKK Migas Operations Support Division. Based on the main category, the highest number of fatal mining accident victims in 2016 occurred in exploitation activities, with the number of victims as many as 3 people (75%), while in exploration activities as much as 1 person (25%). It can also be reported that in 2012-2015 all accidents occurred in exploitation activities. SKK Migas also recorded the number of fatal mine accident victims in upstream oil and gas business activities by 4 more victims compared to 2015, which was 6 victims or a decrease of 33%. When compared with the previous period (2011-2015) the number of fatal mine accident victims in 2016 was the smallest where all

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the victims who died were from work partners (SKK Migas, 2018).

PT. Multikarya Asia Pasifik Raya (PT. MKAPR) is a service company in Indonesia which is engaged in sales and rental services for mud pumps and water pumps for drilling (drilling services) and material suppliers of various types of pumps for exploration and production activities in the oil and gas sector earth. PT. MKAPR has onshore and offshore work activities that have significant potential hazards and risks. The company also uses many advanced technologies such as machine tools and other chemicals. PT. MKAPR employs approximately 50% of employees to be sent to the client's site or location, while the performance of employees who work in the client area greatly affects the performance and impacts on occupational safety and health, productivity, and the image of PT. MKAPR (PT Multikarya, 2019).

Based on preliminary surveys conducted by researchers at PT. MKAPR in 2019 employed 414 workers spread across several oil company projects in several regions of Indonesia. One of the projects being undertaken is the Production of Water Pump Injection Services project of 15,000 BWPD in the WTIP SPUB work area of PT. Pertamina EP Asset 3 Field Jatibarang, with the high-risk category. Dangers that are generally high potential in the implementation of work in the area of PT. MKAPR includes work accidents (pinched, slipped, tripped, dropped, shocked, etc.), occupational diseases (diseases caused by noise, vibration, extreme weather (heat stress), and other hazards such as explosions, fires, and pollution environment.

In the Contractor Safety Management System (CSMS) there is an Ongoing Assessment (PB) especially in the area of PT. Pertamina EP Asset 3 Jatibarang Field consisting of the HSE Inspection evaluation and the HSE Plan Implementation Program evaluation, as well as the Temporary Evaluation evaluation. The minimum rating for the Current Assessment (PB) for the high-risk category is in accordance with the Individual Work Procedures (TKI) of PT. Pertamina EP is 60% of the total criteria assessed. PT. MKAPR on the results of the Current Assessment (PB) checklist for the January, February and March 2019 periods at PT. Pertamina EP Asset 3 Jatibarang Field, there are some declining assessment results both from the aspects of the HSE Inspection inspection and the HSE Plan Implementation Program examination. In January a temporary evaluation score of 79.5 was obtained, in February a score of 76 was obtained and in March a temporary evaluation score of 75.5. This

greatly influences the results of the final CSMS evaluation and if corrective action is not carried out it will greatly affect the Key Performance Indicator, in particular, the Lagging Indicator where the frequency of work accidents can occur in the area of PT. MKAPR besides that another result is PT. Pertamina Asset 3 Field Jatibarang can terminate the contract for the work tender. Therefore, PT. MKAPR must make improvements to the prevention, control and follow-up efforts to the maximum and improvement in the aspects of K3 by following the OHS Management Work Guidelines in the area of PT. Pertamina EP Asset 3 Field Jatibarang, and always consistent in carrying out supervision and inspection by existing supervisors in the field of all workers (PT. Multikarya, 2019).

Based on the aforementioned background, the problem is the inconsistency and lack of monitoring from field supervisors and the lack of discipline from workers towards HSE implementation, among others; inspection aspects of the HSE Inspection and examination of the HSE Plan Implementation Program. From the results of the Current Assessment (PB) checklist for the January, February and March 2019 periods in Pertamina EP Asset 3, Jatibarang Field, there are some declining assessment results both from the aspects of the HSE Inspection inspection and the HSE Plan Implementation Program examination. In January a temporary evaluation score of 79.5 was obtained, in February a score of 76 was obtained and in March a temporary evaluation score of 75.5. Impacts that occur if there is a declining current assessment will greatly affect the assessment in the final assessment phase of the Contractor Safety Management System (CSMS) and if there is no improvement (corrective action) greatly affects the Key Performance Indicator, in particular, is the Lagging Indicator where the frequency of work accidents can occur in the area of PT. MKAPR besides that another result is PT. Pertamina Asset 3 Field Jatibarang can terminate the contract for the work tender. Therefore, PT. MKAPR must make improvements to the prevention, control and follow-up efforts to the maximum and improvement in the aspects of K3 by following the OHS Management Work Guidelines in the area of PT. Pertamina EP Asset 3 Field Jatibarang, and always consistent in carrying out supervision and inspection by existing supervisors in the field of all workers. With these problems, the authors intend to analyze the implementation of the Contractor Safety Management System (CSMS) at the implementation

stage at PT. Multikarya Asia Pasifik Raya on the PT. Pertamina Asset 3 Jatibarang Field in 2019.

2 METHOD

This type of research used in this study is a qualitative descriptive approach that aims to analyze the Contractor Safety Management System (CSMS) at the implementation stage at PT. Multikarya Asia Pasifik Raya on the PT. Pertamina EP Asset 3 Field Jatibarang in 2019 through in-depth interviews with informants, reviewing documents, and direct field observations. This study involved 4 key informants, key informants, and supporting informants. The key informant is the HSE Officer who monitors the water injection pump project at PT. Pertamina Asset 3 Field Jatibarang, the main informant is a Leader in the water pump injection section who is in charge of work operations in the area of PT. Pertamina EP Asset 3 Jatibarang Field and supporting informants namely HSE Manager and supervisor unit operating water pump injection.

3 THEORY REVIEW

3.1 Occupational Safety and Health Management System (SMK3)

Occupational Safety and Health Management System (SMK3) is part of the overall management system which includes the organizational structure, planning, responsibilities, implementation, procedures, processes, and resources needed for the development, implementation, achievement, review, and maintenance of OHS policies, SMK3 activities are carried out in the context of controlling risks related to working activities in order to create a safe, efficient and high productivity workplace (Hadipoetro, 2014).

3.2 Definition of Contractor

A contractor is a provider of goods/services in the form of a business entity or individual carrying out the procurement of goods/services for the benefit of the company in accordance with their line of business, who has a valid business license issued by the authorized government agency. Contractors consist of suppliers of goods, service providers, contractors, other service providers and providers of consulting services (PT. Pertamina EP, 2018).

3.3 Contractor Safety Management System (CSMS)

Contractor Safety Management System (CSMS) is slightly different from SMK3 in general, because in contract work there is a time limit, so there needs to be a process or stages from the selection of the contractor to the closing of the contract. Contractor Safety Management System (CSMS) has a meaning that is a management system to manage contractors and sub-contractors who work within the company environment to pay attention to aspects of K3LL and maintain the implementation of the K3LL in the work process in order to avoid potential accidents and risks that can harm the company (PT. Pertamina EP, 2011).

3.4 Basic Implementation of the Contractor Safety Management System (CSMS)

The following is explained the legal basis of Government Regulation No. 50 of 2012 which contains guidelines for the application of SMK3 in Indonesia. In Article 11 the legal basis has explained the importance of paying attention to aspects of the safety and health of contractors in a company, among others as follows:

1. Entrepreneurs in implementing OHS plans must carry out activities in meeting OHS requirements
2. The activities referred to in paragraph (1) at least include:
 - Control measures include control of activities, products, and services that can pose a risk of accidents and occupational diseases at least including control of materials, equipment, work environment, work methods, nature of work, and work processes
 - Design and engineering include the development, verification of reviews, validation, and adjustments based on the identification of sources of danger, assessment, and control of the risk of accidents and occupational diseases.
 - Compilation of procedures and work instructions that take into account occupational safety and health requirements and are reviewed in the event of an accident, changes in processes and / or changes in raw materials and are regularly reviewed. - In the contract for the partial

- surrender of work implementation, it contains a guarantee of the ability of the recipient's company to meet the occupational safety and health requirements.
- In purchasing / procuring goods and services it is necessary to pay attention to technical specifications and aspects of occupational safety and health as well as the completeness of the material safety data sheet. - The final product is equipped with operating instructions, technical specifications, material safety data sheets, labels and / or occupational safety and health information.
 - Efforts to deal with industrial accidents and disaster emergencies; and
 - Emergency planning and recovery.
3. The activities referred to in paragraph (2) letters a through f, are carried out based on hazard identification, assessment and risk control.
 4. The activities referred to in paragraph (2) letter g and letter h are carried out based on the potential for danger, investigation, and accident analysis.

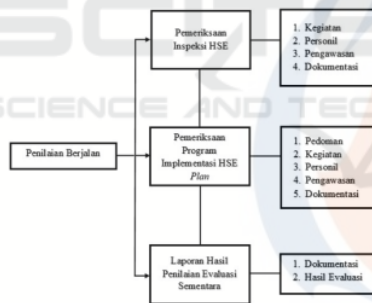


Figure 1: Conceptual Framework.

Source: PT. SMK3 Guidelines for Contractors PT. Pertamina (2016).

4 RESULT

4.1 Description of HSE Inspection Check at PT. Multikarya Asia Pasifik Raya on the PT. Pertamina EP Asset 3 Field Jatibarang

HSE Inspection is one of the routines and scheduled routine activities carried out by the work

supervisor to find potential hazards in the work area to prevent loss or accident at work in the application of HSE.

In the HSE inspection activity, there are several assessment indicators, namely the guideline for HSE inspection, supervision of work area activities, documentation of programs agreed upon in the HSE plan, and obstacles during HSE inspection activities.

Based on the results of the study after triangulation of data in terms of interviews, document review and field observations the inspection picture of the HSE Contractor Safety Management System (CSMS) at the implementation stage that the HSE Inspection activities have followed Inspection form inspection procedures and personnel carrying out the HSE inspection are the team listed on the HSE Plan project organizational structure. On supervision, HSE Plans are made before work activities begin and to monitor the findings of the supervision, but training needs to be done, re-socialization of personnel who do not understand their roles and responsibilities, the assertiveness of supervisors and HSE supervisors is still lacking, there is no HSE Officer personnel in the area of work also becomes a problem in the process of supervising workers and documenting programs that have been agreed upon in the HSE documentation plan at the HSE inspection but there are obstacles in fulfilling the documentation because there is no special personnel who focus on the documentation implementation.

4.2 Overview of Examination of HSE Plan Implementation Program at PT. Multikarya Asia Pasifik Raya on the PT. Pertamina EP Asset 3 Field Jatibarang

Inspection of HSE Plan implementation program is one of the routines and scheduled activities that are suddenly carried out in conjunction with HSE inspection checks conducted by the work supervisor to find potential hazards in the work area to prevent loss or accidents at work in the application of K3LL, inspection the HSE plan implementation program was agreed at the beginning before work began and the contractor was obliged to ensure that the HSE plan program was able to run in accordance with the plan for the Water Injection Pump project at Pertamina EP Asset 3 Field Jatibarang.

In the HSE plan implementation program inspection activities there are several assessment indicators, namely the HSE Plan guideline that has

been bridged with the user of the HSE inspection activity, the personnel conducting the HSE Plan implementation inspection program, supervision of work area activities and documentation of programs agreed upon in the HSE Plan.

Based on the results of the research after triangulation of data in terms of interviews, document review and field observations of the HSE Plan Contractor Safety Management System (CSMS) implementation program at the implementation stage that the description of the HSE plan implementation program inspection activities has followed the procedure, there are teams listed on the HSE Project organizational structure plan, PT. Multikarya Asia Pacific Raya already has internal procedures related to personnel competence. However, field personnel still do not know about the HSE plan guidelines, in the field observations, there is a management commitment set forth in the HSE plan. Management visits must be carried out periodically to monitor workers at the location that are not consistent to do, documentation according to informants has many obstacles in fulfilling documentation.

4.3 Overview of the Temporary Evaluation Assessment at PT. Multikarya Asia Pasifik Raya on the PT. Pertamina EP Asset 3 Field Jatibarang

Provisional evaluation assessment report is the final process in the current assessment phase as an assessment to determine the value based on the reference from the HSE inspection and HSE plan implementation inspection program, the user creates an interim evaluation report based on the results of the HSE inspection and evaluation that has been carried out by filling in the temporary evaluation report form. No. F-003 / C-020 / A3 / EP8000 / 2014-S0.

In the interim evaluation, there are several assessment indicators, namely the documentation of programs agreed upon in the HSE plan, namely the documentation of the elements of the HSE inspection and the documentation of the elements of the HSE plan implementation inspection and the results of the evaluation in which there are findings of both unsafe inspection results condition and unsafe action, follow-up, and recommendations from users related to the findings at PT. Pertamina EP Asset 3 Field Jatibarang.

In the HSE plan implementation program inspection activities there are several assessment

indicators, namely the HSE Plan guideline that has been bridged with the user of the HSE inspection activity, the personnel conducting the HSE Plan implementation inspection program, supervision of work area activities and documentation of programs agreed upon in the HSE Plan

5 DISCUSSION

5.1 HSE Contractor Safety Management System (CSMS) Inspection Overview at the Implementation Stage at PT. Multikarya Asia Pasifik Raya on the PT. Pertamina Asset 3 Jatibarang Field in 2019

Based on the research results of the inspection description of the HSE Contractor Safety Management System (CSMS) at the implementation stage that the HSE Inspection inspection activities have followed the HSE inspection form inspection procedures and personnel carrying out the HSE inspection checks have a team listed on the HSE Plan of the project organization structure. In the supervision activities in accordance with the HSE Plan that was made before the work activities began and to monitor the findings of the supervision, but the firmness of the supervisor and HSE is still lacking, the absence of HSE Officer personnel in the work area is also a problem in the process of supervising workers and program documentation-programs agreed on the HSE plan documentation on the HSE inspection there are obstacles in fulfilling the documentation. This happens because the HSE Officer in the contract does not exist in the field only there is a supervisor who prioritizes production operations and awareness of the field personnel in making the implementation documentation that is still less consistent. The results of the study are in line with studies conducted by Duri & Berlian (2018) that the constraints that are considered as the main constraints are the limited time in running a project. Usually, a project focuses on progress. Given that the contract for a project has a different time, the contractor does not hire workers on a permanent basis. While the contractor must give time to conduct training or training for workers before doing work.

The results of the study are in line with the theory of Ramli (2013) contractor staff are temporary with limited work periods according to

their needs and duties. This condition often results in the contractor being pressured to complete tasks on time, being chased by targets or deadlines to complete their tasks and projects. Therefore, often the contractor employs workers who are also temporary or limited.

The results of the study are in line with studies conducted by Pratiwi (2017) based on data on the fulfillment of monthly reports owned by the K3 department, as many as 76% of contractors have not routinely submitted monthly reports on their work. Irregularities in making monthly reports made by contractors not in accordance with existing procedures can be caused due to various things. One of them is the lack of information given to the contractor at the beginning of the work before the kick-off meeting. Another cause that can trigger the delay in reporting is the lack of awareness of the contractor in fulfilling the report. The results of the study are in line with OHSAS 18001 in Ramli (2009) that many aspects of OHS need to be documented such as the processes and procedures carried out in developing SMK3. A document regarding an accident or inspection of equipment will be needed when conducting an accident investigation or modification of equipment and systems.

Tarwaka (2014) states that the implementation of inspections is more effective by referring to the factory map, looking for things according to the points in the checklist, taking temporary corrective actions, clearly describing and placing each thing, hazard classification, and determining the main factors causing the actions and unsafe condition.

PT. Multikarya Asia Pasifik Raya has conducted socialization at the beginning of recruitment about safety induction in general to all personnel from a supervisor level to the operator and in accordance with the procedures of PT. Multikarya Asia Pacific Raya all personnel will be given training in the use of inspection procedures and checklists. If there is a change, all personnel will be informed or given training, the inspection schedule will be prepared by the K3LL committee every year, and the company has imposed an obligation to inspect and document in writing all activities related to the program agreed with the user so that if there are the findings in the field can be recorded and control efforts are taken. However, in the field conditions, the documentation process is still less consistent because supervisors prioritize production operational activities, there are also personnel who still do not know their roles and responsibilities because socialization is only given at the beginning of work related to roles and responsibilities for HSE inspection, lack of firmness

and supervision from supervisors to safety culture in work areas as well as some personnel who are still lacking discipline in the use of PPE because supervisors when visiting work areas are more focused on operations than the existing performance units in the location and there is no HSE Officer who monitors the work area.

Based on the discussion above, it is necessary to have a training on refreshing outreach or briefing on HSE program guidelines, especially in the HSE inspection checklist of field personnel who do not understand the roles and responsibilities as well as socialization about the importance of making documentation when activities related to the program, so that it can bring up awareness of personnel, the need for increased supervision in the field of workers on a daily basis and the firmness of supervisors, education of personnel on compliance with the implementation documentation in the field.

5.2 Overview of Examination of the HSE Plan Contractor Safety Management System (CSMS) Implementation Program at the Implementation Stage at PT. Multikarya Asia Pasifik Raya on the PT. Pertamina Asset 3 Jatibarang Field in 2019

Based on the results of the examination of the HSE Plan Contractor Safety Management System (CSMS) implementation program at the implementation stage that the description of the HSE plan implementation inspection program has followed these procedures, there are teams listed on the HSE Plan project organizational structure, PT. Multikarya Asia Pacific Raya already has internal procedures related to personnel competence. However, in the field observations, there is a management commitment set forth in the HSE plan. In a period of time, a management visit must be carried out to monitor the workers in the location. This is not consistent, according to the informants, there are many obstacles in fulfilling written documentation in the HSE Plan activities that have been made.

This happens because the management visit must be carried out by top-level management, which is at the level of the company's director to find out the conditions in the work area, but PT. Multikarya Asia Pasifik Raya has many projects, one of which is a project at PT. Pertamina EP Asset 3 Field Jatibarang and written documentation are not done because the

management visit program is not carried out consistently in accordance with the schedule that has been made.

The results of the research are in line with studies conducted by Duri & Berlian (2018), the difficulty that sometimes arises in the implementation of CSMS to contractors is the management committee of the contractor, sometimes the contractor company is less responsible in carrying out existing procedures. In the implementation of Work in Progress, there is a Field Management Visit. Where this activity is carried out to provide opportunities for user management and management of the contractor to show their respective commitments in terms of OSH to assess the level of OSH awareness and practice in the field and to communicate to discuss OSH issues. PT. Petronesia Benimel appointed K3 Manager and Project Manager to conduct a Field Management Visit of at least two visits a month.

The results of the study are in line with Nasution (2005) the most important elements of an occupational safety and health program are statements and policies of the company, organization, and personnel, maintaining working conditions to meet safety requirements, making reports and analysis of the causes of accidents and providing first aid facilities in accident.

PT. Multikarya Asia Pasifik Raya has authorized management representatives to conduct a field visit or management visit, in this case, is the level of a general manager or the level of operation manager but in its implementation, the visit is also still inconsistent due to some busyness of operational activities at the company.

Based on the discussion above, it is necessary to notify when a management meeting is related to the importance of management visits in the work area to find out the existing issues both from personnel and units in the location, the need for training and refresh the socialization or briefing about the agreed HSE Plan implementation program. between the user and the contractor before the work begins and briefings are given back to the field personnel when the work is running so that personnel are always aware of the programs that must be run, because so far only the supervisor level knows better, the supervisor must be more consistent with his responsibilities and supervision of field personnel in carrying out the HSE plan the program does not only focus on production operations, and reminds personnel related to making documentation to be done consistently when there are observations or findings both unsafe conditions and unsafe actions,

supervisors must be more consistent with their responsibilities and oversight of field personnel in carrying out the HSE plan program.

5.3 Overview of Reports on the Results of the Temporary Evaluation of the Contractor Safety Management System (CSMS) at the Implementation Stage at PT. Multikarya Asia Pasifik Raya on the PT. Pertamina Asset 3 Jatibarang Field in 2019

¹⁰ Based on the results of the study description of the results of the evaluation while the Contractor Safety Management System (CSMS) at the implementation stage that the documentation that must be met by PT. Multikarya Asia Pasifik Raya followed the guidelines of PT. Pertamina EP Asset 3 Jatibarang Field, namely the recapitulation of the HSE inspection list and the recapitulation of the HSE plan implementation audit program, which must be attached with some program evidence that has been carried out during the project and the documentation that must be fulfilled, occurred because at the K3 inspection each person has not been properly supervised and documented. Whereas in the implementation program there is no management commitment with no management visit and consistent documentation has not been done because of PT. Multikarya Asia Pasifik Raya has many projects, one of which is a project at PT. Pertamina EP Asset 3 Field Jatibarang and written documentation are not done because the management visit program is not carried out consistently in accordance with the schedule that has been made.

The results of the study are in line with the Duri & Berlian study (2018) An audit conducted in the CSMS or CHESM process by Chevron, PT. Petronesia Benimel conducted an Internal Audit to see how the company's achievements in the implementation of the Health, Environment and Safety program that they implemented during work activities. Every result of the field inspection is recorded in every form that is available and reported whenever there is a discrepancy found and mitigation actions are taken immediately.

PT. Multikarya Asia Pasifik Raya suspected that there was a decrease in the temporary evaluation due to the supervision from supervisors to personnel who were inconsistent so that there were many violations from personnel such as lack of discipline in using PPE, housekeeping was not done in the work area,

inconsistent daily safety meetings and written documentation that is not made when there are inspections or findings. In the inspection of the HSE program implementation, it was found that the management visit was supposed to be carried out by the top-level but did not run according to the schedule agreed in the HSE plan commitment with the user.

Based on the above discussion, it is necessary to have more routine supervision and must be carried out consistently by supervisors to the personnel to ensure the HSE program runs well because previously supervision conducted by supervisors in the work area is more focused on the technical operations of the unit, the HSE booklet provided by company as a guideline for the implementation of written documentation so that when there are findings both unsafe conditions and unsafe actions can be monitored properly and get appropriate recommendations, as well as commitments from top-level management in conducting field visits or management visits that have been agreed upon at HSE plan and when an assessment is carried out the contractor safety management system (CSMS) results of the interim evaluation can meet the requirements in accordance with the level of hazard risk set by the user or PT. Pertamina EP Asset 3 Field Jatibarang, if there is a decrease in score in the current assessment HSE inspection and inspection of the HSE Plan implementation program will greatly affect the final assessment and the user will provide sanctions even termination of the contract.

6 CONCLUSIONS AND SUGGESTIONS

6.1 Conclusions

1. Overview of HSE Contractor Safety Management System (CSMS) inspection checks at the implementation stage at PT. Multikarya Asia Pasifik Raya on the PT. Pertamina Asset 3 Field Jatibarang Year 2019, that the HSE Inspection inspection activities have followed the HSE inspection form inspection procedures and personnel carrying out the HSE inspection checks contained a team listed on the HSE Plan of the project organization structure. On supervision, HSE Plans are made before work activities begin and to monitor the findings of the supervision, but re-socialization of personnel who do not

yet understand their roles and responsibilities, assertiveness of supervisors and HSE supervisors is lacking, there are no HSE Officer personnel in the area they work is also a problem in the process of supervising workers and documenting programs that have been agreed upon in the HSE plan documentation on the HSE inspection but there are obstacles in fulfilling the documentation.

2. Overview of the inspection of the HSE Plan Contractor Safety Management System (CSMS) implementation program at the implementation stage at PT. Multikarya Asia Pasifik Raya on the PT. Pertamina Asset 3 Jatibarang Field In 2019, the audit activities of the HSE plan implementation program have followed the procedure, there are teams listed in the HSE Plan project organizational structure, PT. Multikarya Asia Pacific Raya already has internal procedures related to personnel competence. However, field personnel still do not know about the HSE plan guidelines, in the field observations, there is a management commitment set forth in the HSE plan. Management visits must be carried out periodically to monitor workers at the location that are not consistent to do, documentation according to informants has many obstacles in fulfilling documentation.
3. A description of the results of a temporary evaluation Contractor Safety Management System (CSMS) at the implementation stage at PT. Multikarya Asia Pasifik Raya on the PT. Pertamina Asset 3 Field Jatibarang in 2019, following the guidelines of PT. Pertamina, namely the recapitulation of the HSE inspection check list and the recapitulation of the HSE plan implementation audit program, which must be attached with some evidence of the program that has been carried out during the project and the documentation that must be met, the results of a temporary evaluation evaluation that has decreased.

6.2 Suggestion

1. The company is suggested the need for a socialization refresh or briefing about the guideline of HSE program elements especially in the HSE inspection checklist of field personnel who do not understand their roles and responsibilities as well as socialization on

the importance of making documentation when activities related to the program, so as to raise awareness of personnel, the need to increase supervision in the field of workers on a daily basis and the firmness of the supervisor, education to personnel on the fulfillment of implementation documentation in the field.

2. The company is advised the need for notification when the management meeting related to the importance of management visits in the work area to find out the issues that exist in the location of both personnel and units, the need for training and refresh the socialization or briefing about the HSE Plan implementation program that has been agreed between the user and the contractor before the work begins and briefing is given back to the field personnel when the work is running so that personnel are always aware of the programs that must be run because so far only the supervisor level knows better, the supervisor must be more consistent with his responsibilities and supervision of field personnel in carrying out the program The HSE plan does not only focus on production operations but also reminds personnel related to making documentation to be done consistently when there are observations or findings, whether unsafe conditions or unsafe actions, supervising or must be more consistent with their responsibilities and supervision of field personnel in carrying out the HSE plan program.
3. The company is advised to conduct more consistent supervision by supervisors to the personnel to ensure the HSE program runs well, written documentation so that when there are findings both unsafe conditions and unsafe actions can be monitored properly and get appropriate recommendations, and commitment from the top-level management in conducting field visits or management visits that have been agreed upon in the HSE plan and when an evaluation is carried out the contractor safety management system (CSMS) results of the interim evaluation can meet the requirements according to the level of hazard risk set by the user or PT. Pertamina EP Asset 3 Field Jatibarang, if there is a decrease in score in the current assessment HSE inspection and inspection of the HSE Plan implementation program will greatly affect the final assessment and the user will provide sanctions even termination of the contract.

4. Further researchers are advised to conduct field observations with sufficient time periods in order to get a deeper quality of observation results to monitor the activities and safety culture of workers in the field.

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