Implementation of COVID-19 prevention and control at PT. Port of Indonesia III (PELINDO 3)

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ABSTRACT

Introduction: The number of Covid-19 cases in Indonesia continues to increase in several places. Management support in producing realistic policies for business continuity during the pandemic is very much needed. This research is needed to provide an overview of the business community or business managers and or industry related to the implementation of Covid-19 control management at PT. Pelindo 3.

Method: This is descriptive research. The sample is PT. Pelindo 3 head office, Surabaya. Data was taken using company secondary data related to the management of Covid-19 control. Data was collected using related document literature studies, observations, interviews, and documentation. Presentation of data carried out descriptively. To provide a clear picture of Pelindo 3’s efforts in controlling Covid 19.

Results: To prevent and control Covid 19 at PT. Pelindo 3, the company carries out all government directives, as well as human resource, financial, facilities, and infrastructure support. The company’s ability can be proven by receiving an award from the Ministry of Manpower as a recipient of the Platinum Award in implementing the Covid 19 control and prevention program at the company in 2021.

Conclusion: Management support in carrying out efforts to control Covid-19 is very good, starting from policy support and support for the realization of the Covid-19 control program, namely carrying out all government directives.

Keywords: COVID-19 prevention, control, PELINDO 3.


INTRODUCTION

Since the World Health Organization (WHO) declared Covid-19 a Global Pandemic on March 11, 2020, the spread of Covid-19 in the world has continued to increase. The total global confirmed cases of Covid-19 as of March 2021 have reached 114,735,424 with a CFR case of 2.2% in 221 countries, the list of countries infected with Covid-19 can increase every day following the development of data and information from WHO.¹ This situation explains that the spread of the disease is very fast, including the spread in Indonesia, which is still ongoing. This is a tough challenge for development and has an impact on the employment sector. Therefore it is a concern to jointly make efforts to prevent and overcome the impact of the Covid-19 pandemic. The Covid-19 pandemic has impacted not only health problems but also social and economic problems due to the disruption of activities supporting economic activities.

In addition, it is one of the challenges for employment development, because the spread of disease can spread in the workplace which can harm the business world and employment.²

Coronavirus Disease 2019 (COVID-19) has been declared by WHO as a pandemic and Indonesia has declared COVID-19 as a non-natural disaster in the form of a disease outbreak that must be taken to prevent an increase in cases. The devastating impact on the economic sector, including the country’s economy, has declined drastically. This can be seen from various sides: 1). Banking. Conditions like this are very unhealthy because the State suffers huge losses. 2). The state budget experienced a deficit of 2.5%. 3). Tourist. Bappenas predicts a loss of foreign exchange from the tourism sector of US$530 million. Bank Indonesia predicts a loss of foreign exchange from the tourism sector of US$ 1.3 billion. 4). hospitality. Chairman of the Indonesian Hotel and Restaurant Association (PHRI), Hariyadi B. Sukamdani said that since the corona outbreak hit hotel turnover was only 20%, whereas during normal conditions the turnover of hotels and restaurants reached more than 70%. 5). Flight. Flight turnover lost 207 billion rupiah due to many flights being cancelled, and airports being closed. In addition, the industrial sector and the business sector.³

In addition to adding to the unemployment that has been predicted, unemployment will increase by 2.92 million people and can increase very much, reaching 5.23 million. As an effort to control the bigger impact the government has prepared guidelines for the community in preventing transmission of COVID-19 in the workplace, Circular Letter Number HK.02.01 /MENKES/216/2020 concerning protocols for preventing transmission of coronavirus disease (covid 19) in the workplace. The research results...
show that in handling the Covid-19 case the role of regional leaders is the key to success in suppressing the spread of Covid 19, namely being proactive as stated by Stephen Covey regarding the principle of leaders, namely being proactive and having high initiative. The speed and accuracy of handling the Covid-19 outbreak are very dependent on the speed and accuracy of decision-making. The speed and accuracy of decision-making are very dependent on the quality of leadership and the neatness of coordination at every intra and between levels of leadership. The more swift, responsive, solid, and effective the country’s leadership is, the more effective it will be in handling and overcoming the Covid-19 pandemic. Supported in a study conducted by Sulaeman, et al. in 2015 that the role of leadership in community empowerment in the health sector in the program is to disseminate information, set an example, raise awareness, motivate, guide, move targets and communities, facilitate and allocate resources. Observing all this requires vigor. A leader must have a leadership spirit, for the progress of the business being run. Without good leadership, a business will not be successful. Suggestions and criticisms are welcome so that the business being run is always innovative, creative, and flexible. This vigor is also very much needed in making breakthroughs in overseeing the success of tackling the spread of the Covid 19 case.

The latest research on COVID-19 in companies is related to covid 19 disease, diagnosis, and transmission from the point of view of medical science. From an economic point of view, research on Covid-19 is still centered on the effects experienced by various industries, for example, tourism, services, trade and industry, shops, and so on which are relatively widely published and cited by researchers both domestically and abroad. Research on success in reducing the number of covid 19 conducted by the industry has not been published. So that researchers are interested in researching the success of management in controlling COVID-19 cases at PT. Pelindo 3. Where the initial data on the spread of Covid 19 cases tended to fluctuate at PT. Pelindo 3. However, over time the company was able to reduce the incidence of Covid 19 cases in the workplace. Efforts are needed to encourage the company’s success in overcoming or controlling the Covid 19 case. This study aims to 1) analyze Pelindo III covid 19 case data and 2) analyze the company’s efforts to reduce the number of Covid 19 cases in terms of management elements (man, money, method, machine, and material). 3) analyze the company’s challenges in reducing the number of covid 19 cases.

METHODS
The research method is a type of descriptive research. The sample is PT. Pelindo 3 head office, Surabaya. Data was taken using company secondary data related to the management of Covid-19 control. Data was collected using related document literature studies, observations, interviews, and documentation. Presentation of data carried out descriptively. To provide a clear picture of Pelindo 3’s efforts in controlling Covid 19.

RESULTS
Tackling the COVID-19 pandemic requires the participation of all parties, including the Central Government, regional governments, the private sector, and all elements of society in the territory of the Unitary State of the Republic of Indonesia. The business world and the working community have a major contribution to breaking the chain of transmission because of the large number of working populations and the large mobility and interaction of the population is generally due to work activities. The workplace as a locus of interaction and gathering of people is a risk factor that needs to be anticipated for transmission.

Government Regulation Number 21 of 2020 concerning Large-Scale Social Restrictions in the Context of Accelerating the Handling of Corona Virus Disease 2019 (COVID-19) has stated that Large-Scale Social Restrictions (PSBB) are carried out in one way or another by closing the workplace. However, the world of work can’t be subject to restrictions forever, the wheels of the economy must continue to run, for this reason, after the implementation of the PSBB, with the ongoing conditions of the COVID-19 pandemic, it is necessary to make mitigation efforts and prepare the workplace as optimally as possible so that it can adapt through changes in lifestyle to the current situation. COVID-19 (New Normal).

Policy
PT. Pelindo 3 has several policies for the Covid 19 control and prevention program (P2) in the workplace. This policy is also in line with government directives regarding the implementation of health protocols in the workplace as well as efforts to control and prevent COVID-19 in the workplace.

1. Tracing & testing procedures for confirmed cases of COVID-19 for employees and their families within the Pelindo III Group.
2. Procedures for handling COVID-19 in the passenger terminal, ro-ro, and warehousing services.
3. Procedures for handling COVID-19 in the passenger terminal, ro-ro, and warehousing services.
4. Ship service procedures to prevent the spread of COVID-19 and other viruses.
5. Procedures for berthing international ships from countries with indications of COVID-19.
7. An appeal to change the way of shaking hands with employees/guests.
10. Management policies to reduce the impact of COVID-19.
11. Management policies to reduce the impact of COVID-19.
12. Setting provisions for work patterns in scenarios of adapting to new habits amid the COVID-19 pandemic.
13. Use of face shields for operational employees in providing services.
14. Employee policy is required to report health conditions every day (daily health check) through the “My Pelindo” application.
Table 1. Socialization of The COVID-19 Control And Prevention Program Policies

<table>
<thead>
<tr>
<th>Date</th>
<th>Implementation</th>
<th>Activity Name</th>
<th>Speaker</th>
<th>Attendants</th>
</tr>
</thead>
<tbody>
<tr>
<td>2nd March 2020</td>
<td>Online</td>
<td>Head Office HSSE Meeting with Regional HSSE</td>
<td>Bondan Winarno</td>
<td>All hsse re deputies of hsse regional, tar, and port staff</td>
</tr>
<tr>
<td>18th May 2020</td>
<td>Online</td>
<td>Anticipate Stress in a Pandemic</td>
<td>Dr. Agus Akhmad, MARS and Mutia Anandam, S.Psi, M.Psi</td>
<td>All employees of PT P III Group (Persero)</td>
</tr>
<tr>
<td>29th May 2020</td>
<td>Online</td>
<td>Dissemination of Prevention of Covid-19 Transmission in the work environment of PT Pelindo 3 Group</td>
<td>Toto Heliyanto, Agus Akhmadi, and Edi Priyanto</td>
<td>All employees of PT P III Group (Persero)</td>
</tr>
<tr>
<td>18th June 2020</td>
<td>Online</td>
<td>Health Protocols for Scouts</td>
<td>Edi Priyanto, I Putu Sukadana, Bondan Winarno, and dr. Agus Akhmadi</td>
<td>Scout Officer</td>
</tr>
<tr>
<td>15th September 2020</td>
<td>Online</td>
<td>Smart in Choosing Nutrition In the Middle of a Pandemic</td>
<td>Dr. Rita Ramayulis</td>
<td>Employees within the Pelindo III Group</td>
</tr>
</tbody>
</table>
### Date | Implementation | Activity Name | Speaker | Attendants
--- | --- | --- | --- | ---
5th October 2020 | Online | Lesson Learned Increasing Covid-19 Cases | Dr. Agus Akhmadi and Bondan Winarno | PT. Pelindo I Regional Bali Nusra employee
23rd October 2020 | Online | Dissemination of Health Protocols during the Long Holiday Period | Edi Priyanto and dr. Agus Akhmadi | Pelindo III employee G
7th December 2020 | Online | Socialization of Health Protocols During the 2020 Regional Elections | Edi Priyanto | PT Pelindo I employee
29th December 2020 | Online | Sharing Session Anticipating Impact After Christmas and New Year Holidays | Edi Priyanto and Widyaswendra | PT Pelindo I employee
7th January 2021 | Online | Efforts to Handling Covid-19 Nataru Holiday | Edi Priyanto | PT BJTI employees
8th January 2021 | Online | Sharing Session on Prevention of Covid-19 After the 2020 Nataru Holiday | Edi Priyanto | PT Pelindo I employee
28th January 2021 | Online | The Role of K3 in Handling Covid-19 | Edi priyanto, Widyaswendra, Bondan Winarno | BMC Logistics Officer
5th February 2021 | Online | Get to Know, Manage Stress and Keep Working in a Pandemic Period | Edi Priyanto, dr. Agus Akhmadi | BMC Logistics Officer
11th February 2021 | Online | Implementation of Occupational Health during the Covid-19 Pandemic | Dr. dr. Dudi Astono, Hanifa Maher Deny, SKM, MPH, Ph.D and Himawan Estu Bagijo | PT Pelindo I employees and General
18th February 2021 | Online | Covid-19 Prevention Sharing Session | Edi Priyanto and dr. Agus AKhmadi | PT Pelindo I employee
2nd March 2021 | Online | Stay Productive By Exercising During a Pandemic | Dr. Andika Raspati, Sp. KO | PT Pelindo I employee
23rd April 2021 | Online | Herd Immunity VS Ban on Mudik Lebaran | Dr Agus Akhmadi, Edi Priyanto | PT Pelindo I employee
30th April 2021 | Online | Be aware that Covid-19 is still in our midst | Dr. Agus Akhmadi | PT BMC employees

16. Restrictions on employee travel during the adaptation period to the new normal order
17. Prohibition of traveling outside the area and/or homecoming activities to prevent the spread of COVID-19
18. Obligation to download and install the COVID-19 “Care to Protect” application
19. Restrictions on traveling outside the area during the Chinese New Year holidays during the COVID-19 pandemic

### Socialization
Conduct socialization of the Covid 19 control and prevention program (P2) policies in the workplace, for example through sharing session activities, among others:

#### Implement programs
PT. Pelindo 3 implements the Covid 19 control and prevention program (P2) in the workplace, namely: implementing Promotive and Preventive Standard Operating Procedures (SOP), Implementation of Curative SOP, and Implementation of Rehabilitative SOP. Namely: Email and Social Media (Instagram, FB)
   1. Installing a banner wearing a mask and providing an automatic sink in front of the lobby of the Headquarters, Regional, Terminal, and Port Offices
   2. Checking body temperature using a Thermal Scanner for employees and visitors
   3. Checking body temperature using a Thermal Scanner for employees and visitors
   4. Provision of immune-boosting food and drinks for employees
   5. Clean the workspace before and after work
   6. Clean the workspace before and after work
   7. Coordinate with the PHC K3 Clinic to provide isolation rooms
   8. Head Office Safety Induction
   9. Installing Acrylic in employee workspaces to implement Physical Distancing
   10. Infographic on the Use of Disinfection Booths, is it Safe?
Table 2. Organizational Structure and COVID-19 Prevention and Control Team

<table>
<thead>
<tr>
<th>Structure within the task force</th>
<th>Name</th>
<th>Qualifications (training)</th>
<th>Division at PT. PELINDO III</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director</td>
<td>Directors of PT Pelindo III</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
<tr>
<td>Chairman</td>
<td>HR Director</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
<tr>
<td>Vice Chairman</td>
<td>SM HR Services and HSSE</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
<tr>
<td>Secretary</td>
<td>ASM HSSE</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
<tr>
<td>Service/Operational Coordinator</td>
<td>SM Operations</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
<tr>
<td>Member</td>
<td>Commercial BC</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
<tr>
<td>Member</td>
<td>SM Port Facilities</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
<tr>
<td>Member</td>
<td>BC Equipment</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
<tr>
<td>Member</td>
<td>Tourism Marketing ASM</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
<tr>
<td>Member</td>
<td>ASM Ship Service</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
<tr>
<td>Member</td>
<td>ASM Container Services</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
<tr>
<td>Member</td>
<td>ASM Services Non</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
<tr>
<td>Preventive Field Coordinator</td>
<td>Container</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
<tr>
<td>Member</td>
<td>SM Strategy</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
<tr>
<td>Member</td>
<td>HR System</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
<tr>
<td>Media and Communication Coordinator</td>
<td>BC Management System</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
<tr>
<td>Member</td>
<td>and Risk Management</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
<tr>
<td>Member</td>
<td>SM Management</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
<tr>
<td>Member</td>
<td>Change</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
<tr>
<td>Logistics Coordinator</td>
<td>company secretary</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
<tr>
<td>Member</td>
<td>SM Information Technology</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
<tr>
<td>Member</td>
<td>ASM Operations and ICT</td>
<td>General AK3</td>
<td>Headquarters</td>
</tr>
</tbody>
</table>

Table 3. Modifications to The Infrastructure of PT. Pelindo 3

<table>
<thead>
<tr>
<th>Division at PT PELINDO III</th>
<th>Before COVID-19</th>
<th>After COVID 19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Head Office, Regional Office, Terminal</td>
<td>Finger Print Attendance Machine</td>
<td>The release of the Finger Print Attendance Machine is an optimization of the My Pelindo application attendance machine</td>
</tr>
<tr>
<td></td>
<td>The elevator machine uses buttons</td>
<td>The elevator machine uses touchless technology</td>
</tr>
<tr>
<td></td>
<td>Manual hand sanitizer or liquid soap</td>
<td>Some hand sanitizers are still manual, and some use touchless technology (automatic)</td>
</tr>
<tr>
<td></td>
<td>There is no sink at the entrance to the lobby of each Head office building</td>
<td>Wasteful is available using touchless technology (automatically) dispensing soap and water</td>
</tr>
</tbody>
</table>

11. Safety Patrol Adaptation of New Habits in Head Office Work Units
12. Audio Screening of Health Protocol Announcements Ahead of Regional Head Elections and Year-End Holidays
13. Clean Friday: Clean up the workspace
14. Clean Friday: Clean up the workspace
15. Infographic: Get to Know the Tasks of the Frontlines in Handling the COVID-19 Pandemic
16. Morning briefing to the security team with material on adaptation to normal habits at the head office work unit
17. Guidelines for carrying out self-isolation of employees and their families of employees who are confirmed to have COVID-19 in company self-isolation facilities
18. K3 National Seminar with the theme “Application of Occupational Health during the COVID-19 Pandemic” in the context of closing the 2021 OSH Month
19. Distribution of infographics via corporate email regarding the information on always wearing a mask while working
20. Implementation of prayer at the mosque by implementing SOP according to health protocols
21. Sharing Session Decree of the Minister of Health Number HK.01.07/ MENKES/3602/2021
22. Infographics: What should employees with OTG, and ODP COVID-19 status do?
23. Socialization on how to use the correct PPE to the Head Office Cleaning Service Team
24. Safety Patrol: field inspection monitoring protocol adaptation to new habits at PT BIMA, Jamrud Utara, and Jamrud Selatan
25. Infographic: Health Protocols at the Weekend
26. Submission of Health Supplements

Business continuity planning
1. Business continuity plan (BCP) for the COVID-19 outbreak
2. Risk management report for the first quarter of 2020 pages 15,16, 21 and 22
3. Risk management report for semester 1 of 2020 pages 17,18 and 24
4. 2020 quarter 3 risk management report pages 17, 25 and 27

Movement workers are healthy physically and faith
1. Health Webinar with Pelindo III Group Employees with the theme “Stay productive by exercising during a pandemic”
2. Faith Strengthening Webinar with Pelindo III Group Employees with the theme “Strength & Enjoyment of Gratitude” during a pandemic
3. Implementation of the Healthy Worker Movement (Gowes to Zoo)
4. Healthy Worker Gymnastics Infographic “Let’s Sports Victory”
5. Healthy Worker Exercise Infographic “Let’s Sports Business Flight”

Eliminate stigma and discrimination
Namely by giving gifts to employees or employees who are confirmed to have COVID-19. These funds are also included in the budget for the prevention and control of COVID-19.

Social Dialogue
Sharing Session Decree of the Minister of Health Number HK.01.07/MENKES/3602/2021 concerning Submission of Revised SOP Guidelines for conducting independent isolation of employees and their families of employees who have been confirmed to have COVID-19 in company self-isolation facilities.

Assessment of the Risk of COVID-19 in the Workplace
1. Conduct and document a risk assessment in the workplace
2. Conduct and document worker risk assessments

Organizational Structure and COVID-19 Prevention and Control Team
1. Has a special organizational structure for the COVID-19 team in the P2K3 management
2. Have a K3 P2 COVID-19 Team/Task Unit at work
3. The K3 P2 COVID-19 Team/Task Unit at PT. Port of Indonesia III

Collecting Special Funds for the COVID-19 Team in the Workplace
The following includes the use of funds for PPCR (Reagents), Rapid tests, PPE, PPE equipment, medical equipment, infrastructure, food, and vitamin medicines, groceries/food and drink, hand sanitizer, handsoap, masks, disinfectant booths, BUMN Foundation, sinks, costs isolation and/or treatment.

Make a record of the activities of the COVID-19 team at work
1. Make a record if there is a case of covid 19 at work
2. Make a report on related institutions if there is a case of covid 19 in the workplace

Rating evaluation of
1. Performance of the company's covid 19 team
2. Level of knowledge and behavior of workers
3. Facilities and Infrastructure for the Prevention and Control of COVID-19 in the Workplace

Community service
1. Assistance in the form of 38,100 masks, gloves, soap, hand sanitizers, and portable sinks
2. Providing 12,000 Hazmat PPE assistance to 7 Referral Hospitals in Surabaya & Sidoarjo Plasma collection activities at PMI Surabaya blood screening activities
In addition, the company also made modifications to the infrastructure as follows

DISCUSSION
Law no. 1 of 1970 stated that employers are required to carry out occupational safety and health (K3), which is usually in the form of programs to control, prevent and deal with the effects of K3 from potential hazards in the workplace. Therefore, following the business continuity plan and applicable regulations, with the aim of the program running well, entrepreneurs need to make policies as the basis for implementation. Employers’ policies in implementing the COVID-19 Pandemic Prevention and Management Program (P2 COVID-19) in the Workplace need to be made by considering several principles, including:

a. The commitment of employers and workers in program implementation, with a voluntary and responsible nature
b. Confidentiality and written consent (informed consent) regarding the status of COVID-19
c. Anti-stigma and discrimination against infected workers
d. Gender equality, equal employment status (foreign, permanent, outsourcing, contract)

The company has implemented all the decrees of the Minister of Health of the Republic of Indonesia number hk.01.07/Menkes/328/2020 concerning guidelines for the prevention and control of the coronavirus disease 2019 (covid-19) in office and industrial workplaces in supporting business continuity in a pandemic situation, very well. All directives in these regulations are carried out, starting from compiling policies, guidelines, and programs, to outreach, good for tracing and paying more attention to patients. PT. Pelindo 3 for fulfilling the matters listed in the Evaluation requirements Decree of the Director General of Labor Inspection and Occupational Safety and Health Number 5/20/As.02.02/III/2021 Concerning Guidelines for Awarding the Covid-19 Prevention and Control Program in the Director's Workplace General of Development of Labor Inspection and Occupational Safety and Health. The platinum category is High-performance level with a score of more than 85.

The indicators are P2 Covid-19 program policies in the workplace, conducting socialization of the P2 Covid-19 program policies in the workplace, implementing the P2 Covid-19 program in the workplace: a. Implementation of Promotive and Preventive Standard Operating Procedures (SOP) (such as; Conducting socialization and education on Covid-19, Installing posters/banners of PPE in public areas, Facilitating hand washing and hand sanitizer facilities, Providing PPE, Entering materials covid-19 in safety induction, b. Implementation of curative SOPs (such as; Providing temporary isolation rooms, Facilitating referral and subsequent
treatment, and Building coordination with the puskesmas and local health office) c. Implementation of rehabilitative SOPs (such as; Having planning and evaluation to return workers; Business continuity planning; a. Prepare business continuity plans b. Implement business continuity plans; Healthy Worker Movement; Stigma and discrimination; Social Dialogue; Covid-19 risk assessment in the workplace a. Conduct and document risk assessment in the workplace b. Conducting and documenting risk assessments on workers; Organizational structure and Team P2 Covid-19: a. Has a special organizational structure for the Covid-19 team in the P2K3 management b. Have a K3 P2 Covid-19 Team/Task Unit at work; Allocating special funds in the implementation of the P2 Covid-19 program in the Workplace; Allocating special funds in the implementation of the P2 Covid-19 program in the Workplace; Assessment Evaluation of a. The company’s Covid-19 team performance b. Level of knowledge and behavior of workers c. Facilities and infrastructure for the prevention and control of Covid-19 in the workplace; community service. Measures to protect workers from exposure to and infection with SARS-CoV-2, the virus that causes Coronavirus Disease 2019 (COVID-19), depending on the risk of exposure. These risks vary based on the type of work performed, the potential for interactions (prolonged or otherwise) with people, and contamination of the work environment. Employers should adopt an infection prevention and control strategy based on a thorough workplace hazard assessment, using an appropriate combination of technical and administrative controls, safe work practices, and personal protective equipment (PPE) to prevent worker exposure. Several OSHA standards that apply to prevent occupational exposure to SARS-CoV-2 also require employers to train workers in the elements of infection prevention and control, including PPE. This can reduce the risk of exposure to COVID-19 in the workplace. In its development, this pandemic condition has also affected mental health, whereas the Three ILO Conventions No. 155, 161, and 187 cover mental health issues under the OSH policy principles. so that the things that are done in the workplace to help overcome and improve the welfare of workers are social dialogue. As encouraged by the ILO, social dialogue has been recognized as a means of improving labor conditions through constructive cooperation between employers and workers.

CONCLUSION
There is management support in the prevention and control of Covid 19 at PT. Pelindo 3, starting from policies, program realization, human resource support, budget support, and facilities and infrastructure support

CONFLICT OF INTEREST
None.

ETHICAL STATEMENT
This research was approved by the Ethics Committee of Chakra Brahmanda Lentera institution in August with the number 077/006/VIII/EC/KEP/LCBL/2022

FUNDING
None.

AUTHOR CONTRIBUTION
All authors contributed equally to this study.

REFERENCES