

Demo Sdn Bhd 948042-P

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TABLE OF SUMMARY AND EXPLANATION

Particulars of Employees			No of Employees
No of Employees Tested			8
Baseline			3
Annual			3
Retest			2
No of Employees with Hearing Impairment (HI)	Maintained	Deteriorated	
Baseline	2	-	2
Annual	2	1	3
No of Employees with Standard Threshold Shift (STS)			3

Hearing Impairment (HI)

A total of 8 employees underwent audiogram test on 1 January 2023, 2 January 2023, 1 March 2023, 2 June 2023, 1 January 2024, 2 April 2024, 2 July 2024. Hearing impairment (HI) was detected 6 (75.00%) of the employees tested, affecting one or both ears as listed in this report.

Hearing impairment means that the average hearing threshold at 0.5, 1, 2 and 3 KHz has shifted by 25 dB or more compared to standard audiogram reference level. These frequencies are located within normal speech range; therefore, depending on the severity of the impairment, the individuals with hearing impairment may experience difficulty to hear in a normal conversation.

There are many causes of hearing impairment such as consumption of medications, exposure to certain chemicals, hobbies, trauma, certain medical conditions, ageing process and exposure to high level of noise. It is not possible to determine the cause based on audiogram alone. A thorough medical history and physical examination by a doctor is necessary to identify the cause.

The employer or his appointed Hearing Conservation Administrator (HCA), shall analyze and take appropriate action based on the following categorizations: -

- a. Any employees suffering hearing impairment in his/her BASELINE audiogram do no need medical examination by OHD, rather will be used for future comparison
- b. Any hearing impairment or deteriorating hearing impairment in his/her ANNUAL audiogram required medical examination by OHD (where his/her baseline audiogram was shown as normal hearing)
- c. In the event where the employee has already undergone medical examination in previous years while his/her CURRENT ANNUAL audiogram remained as hearing impairment but without any sign of deterioration, then medical examination is not required.

Standard Threshold Shift

Annual audiogram was performed on 3 employee(s). Standard Threshold Shift was detected in 3 of them.

Standard Threshold Shift means the average hearing threshold at 2, 3 and 4 KHz has shifted by 10 or more dB in relation to baseline audiogram. The audiometric shift indicates that pathological changes have occurred in the middle ear as a result of exposure to excessive noise level. In noise induced hearing loss, the higher frequencies are affected in the early phase which is reversible: gradually will spread to lower and higher frequencies. It is crucial to detect threshold shift early to avoid hearing impairment.

2 employees of Factory ABC underwent Retest Audiograms on 1 January 2023, 2 January 2023, 1 March 2023, 2 June 2023, 1 January 2024, 2 April 2024, 2 July 2024.

The purpose of the retest audiograms is to confirm or to exclude the presence of Standard Threshold Shift recorded in the previous audiograms.

Permanent Standard Threshold Shift (PSTS)

Permanent Standard Threshold Shift were 1. The same finding was also noted in the preceding audiograms dated 1 January 2023, 2 January 2023, 1 March 2023, 2 June 2023, 1 January 2024, 2 April 2024, 2 July 2024

In noise induced hearing loss, the higher frequencies are affected in the early phase which is reversible: gradually will spread to lower and higher frequencies. It is crucial to detect threshold shift early to avoid hearing impairment.

Action Plan by Employer

No.	Description of Requirement	Action Plan
1.	To repeat audiogram annually for employees exposed to excessive noise and within three months for employees with Temporary Standard Threshold Shift. Ref: OSHA (Noise Exposure) regulations 2019 Reg. 9(1) and 9(9)(a)	3 employee requires retest as follow: i. Ali (ek1234) ii. Amy (766544322) iii. Jack (9887)
2.	To refer all employees with hearing impairment or deteriorating Hearing Impairment and Standard Threshold Shift to an Occupational Health Doctor for medical examination. Ref: OSHA (Noise Exposure) Regulations 2019. Reg.9 (4).	1 employee were found to have deteriorated Hearing Impairment in the annual audiograms are required medical examination as follow: i. Amy (766544322)
3.	To notify Director of nearest office of DOSH within 7 days after receiving report for all employees with Permanent Standard Threshold Shift diagnosed during medical examination by OHD. Ref: OSHA (Noise Exposure) Regulations 2019. Reg 9(10)(a)	Upon completion of Medical Examination under Action plan No.1 above, employee that found and diagnosed as occupational hearing disorder will need to be notified to DOSH via JKKP form or eJKKP online by OHD and employer.
1.	To refer all employees with Permanent Standard Threshold Shift (PSTS) to an Occupational Health Doctor for medical examination to exclude other causes of abnormality. Ref: OSHA (Noise Exposure) Regulations 2019. Reg.9 (4)	1 employee as follow: i. Jack (9887)
2.	Current retest date will be used as Annually in the next periodic testing in the event PSTS is diagnosed.	The retest audiogram for the above-mentioned employee will be revised as new baseline for future comparison.
3.	To notify Director of nearest office of DOSH within 7 days after receiving report for all employees with Permanent Standard Threshold Shift diagnosed during medical examination by OHD. Ref: OSHA (Noise Exposure) Regulations 2019. Reg 9(10)(a)	Upon completion of Medical Examination under Action plan No.1 above, employee that found and diagnosed as occupational hearing disorder will need to be notified to DOSH via JKKP form or eJKKP online by OHD and employer.

RESULT & INTERPRETATION

1.0 Normal Hearing

No.	Name	ID No.	Sector	Age	Normal	HL	NIHL Pattern	TSTS	TRSTS	HI	Exam by OHD	Retest After 3 months	Audio After Treatment	Annual Audio	Education & Training	Provision of PHP	Referral to Specialist	Notify DOSH	Age Related HL	Remark
1.	Ali	ek1234		24	✓						✓	✓	✓	✓	✓	✓	✓	✓	✓	
TOTAL					1	0	0	0	0	0	1	1	1	1	1	1	1	1	1	

2.0 Abnormal Hearing

No.	Name	ID No.	Sector	Age	Normal	HL	NIHL Pattern	TSTS	TRSTS	HI	Exam by OHD	Retest After 3 months	Audio After Treatment	Annual Audio	Education & Training	Provision of PHP	Referral to Specialist	Notify DOSH	Age Related HL	Remark
1.	Ali	ek1234		23		✓		✓		✓		✓								HEARING LOSS LEFT, NIHL LEFT, Temporary Standard Threshold Shift LEFT, HEARING IMPAIRMENT LEFT, HEARING LOSS RIGHT, NIHL RIGHT
2.	Amy	766544322		22		✓				✓										
3.	Jack	9887	Sect 1	33		✓				✓										
4.	Amy	766544322		22		✓				✓										
5.	Ali	ek1234		23						✓										
6.	Jack	9887	Sect 1	33		✓				✓				✓		✓	✓			HEARING LOSS RIGHT, NIHL RIGHT, Temporary Standard Threshold Shift RIGHT, HEARING IMPAIRMENT RIGHT
7.	Jack	9887	Sect 1	33		✓					✓					✓				HEARING LOSS LEFT, NIHL LEFT
TOTAL					0	6	0	1	0	6	1	1	0	1	0	2	1	0	0	
TOTAL NORMAL & ABNORMAL					1	6	0	1	0	6	2	2	1	2	1	3	2	1	1	