

Workplace Health Promotion and Ergonomics MS in MOL (Hungarian Oil Industry)

Dr. István Miniska, MOL medical advisor



Our core activities in a snapshot



Exploration & Production

Over 70 years experience in the Upstream business. Oil and gas production in 15 countries. Several discoveries in Hungary, Russia, Pakistan, Syria, Kurdistan, Iraq, Egypt, Kazakhstan in recent years.



Refining & Marketing

We operate 5 high complexity refineries in CEE. The number of our filling stations is more than 1600.



Petrochemicals

The division is one of the largest polymer players in Central Europe, operated in full integration with our Refining & Marketing division. Our products are present in more than 40 countries.



Natural Gas and Power segment

The main focus is transmission via our extensive high pressure gas pipeline. Active participant in the gas storage business and trading segment, which provides further growth opportunities to our company.

Over 35,000 employees ww., 11,000 empl. In HU

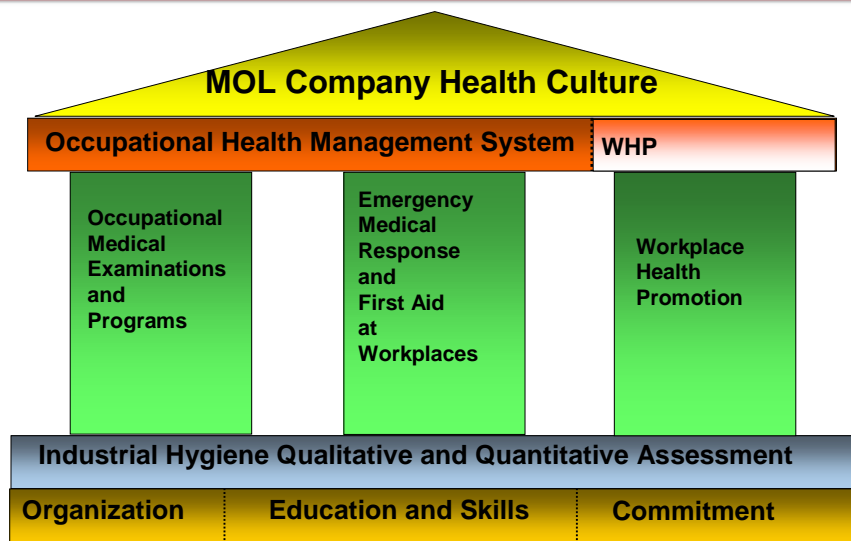
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MOL Group Health Policy

- ▶ It is in the MOL Group Health Policy as thematic part of HSE Policy that **health protection is an integral part of the management philosophy** following the same approach wherever we do business.
- In order to contribute to sustainable development, **we focus on healthy working conditions (OH) to improve the overall health and life conditions of all our employees, with special attention to selected target groups**, in addition to the high level basic occupational healthcare (OH), continuously identifying and analyzing the effects of our activity on a risk base.
- **We are investing in reorientation towards prevention and health promotion** and in a high quality of health education to create individual competencies and skills. We are supporting the development of the prerequisite for a health-promoting employee behaviour, personal management and commitment to health. We believe that we will create and maintain workplaces which ensure that no employee suffers diseases or injuries as result of work at any MOL Group sites.

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The Corporate Health Culture



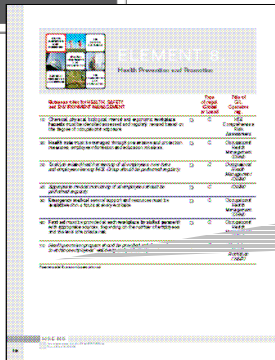
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The HSE Management System



Following our HSE Policy the revised MOL Group HSE MS 2008 incorporates the critical key HSE requirements (Business Rules) in 15 elements, and the commitment of the management to conduct our business activities in full harmony with the new sets of **Global and Local Operative Regulations**, ...

...where by **ELEMENT 8. Occupational Health and Workplace Health Promotion** are strongly represented.



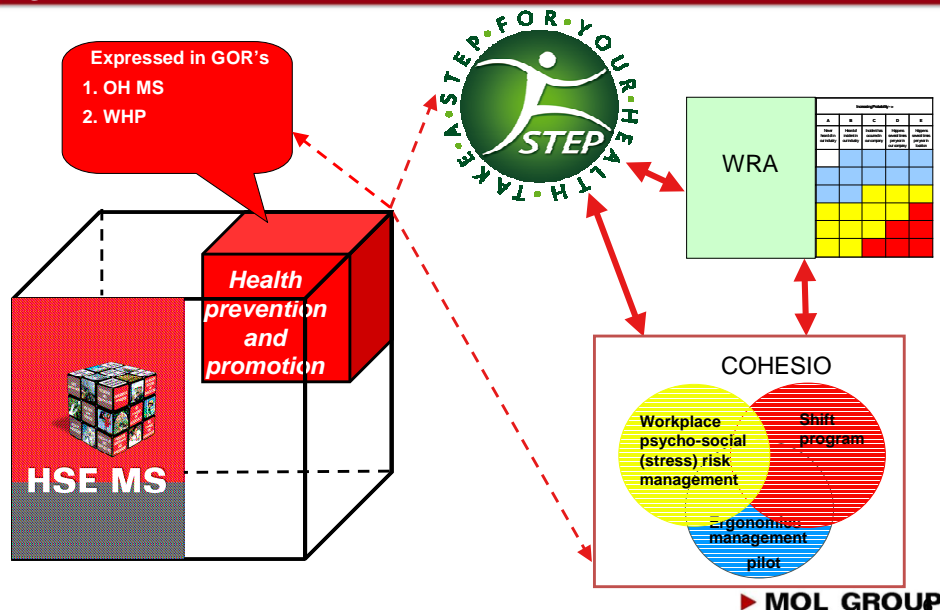
Health promotion program should be provided and designed to enhance employees' well-being and productivity.

Health promotion is defined as „the process of enabling people to increase control over, and to improve, their health”

(Ottawa Charter for Health Promotion, 1986)



Projection of the elements of Workplace Health Promotion from the HSE MS



STEP - Take a step for your health!

MOL Group Workplace Health Promotion Program

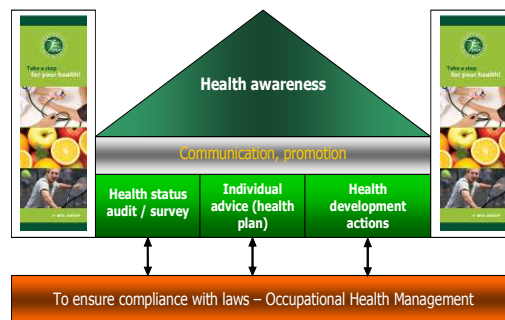


Launched in 2006 as a „self maintaining”, long term cultural change program – to enhance health awareness and safety by developing an open culture that motivates our employees to initiate their own actions.

The principles

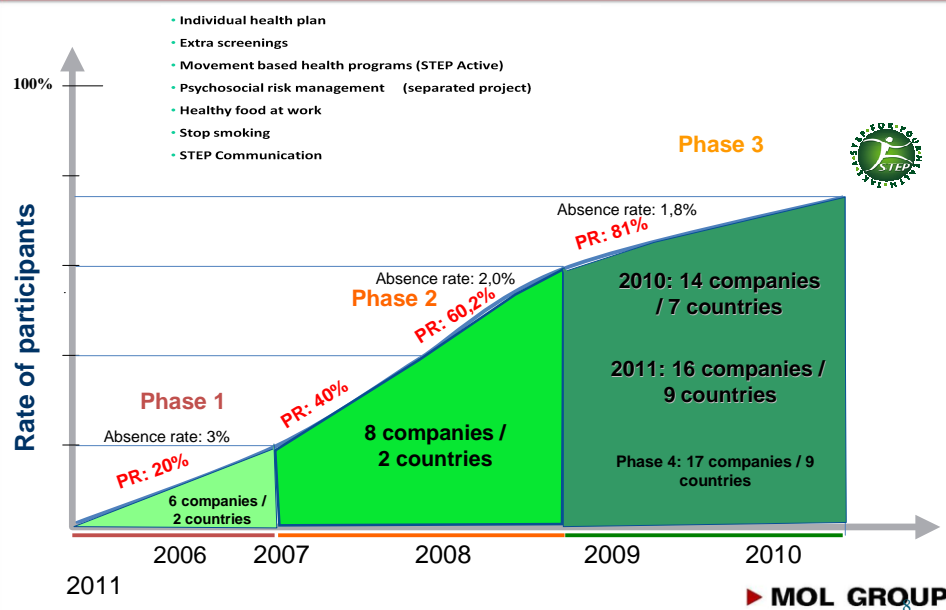
- ▶ Fully harmonized with OHM
- ▶ Centralized management of service providers and contractors
- ▶ Shared financial contribution
- ▶ Considered local/country specific culture and traditions
- ▶ Extended use of local „change agents”
- ▶ Tailor made program elements for specific target groups (e.g.: shift workers)
- ▶ „Don't give them a fish, teach them how to fish!”

The structure



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timeline



STEP indicators 2006-2011

WHP Results	Interest, participating, positive attitude	Attitude change, commitment, decreasing absence	Decrease in health factors	Changes and improvements in the corporate culture	Decreasing risk of chronic illnesses
Years	1	2	3	4	5+
STEP Phases	I.	II.		III.	
STEP Indicators	<ul style="list-style-type: none"> Participation Rate 20% 	<ul style="list-style-type: none"> Participation rate 60% (40% at the end of 2008) Absence rate (3,3%-5% at the end of 2009) 	<ul style="list-style-type: none"> Participation rate 60% Absence Rate Health Indicators: <ul style="list-style-type: none"> BMI Diagnosed hypertension Blood Total Cholesterol level Fit index Treated diabetes mellitus 	<ul style="list-style-type: none"> Participation Rate 75% Absence Rate Maintain the absence rate of 2,5% at the end of 2011. Health Indicators Health Awareness Regularity rate (3 times or more participation) 	<ul style="list-style-type: none"> Participation Rate Absence Rate Maintain the absence rate of 2,5% at the end of 2011. Health Indicators Health Awareness Regularity rate 15% MOL Plc, SN, TVK.

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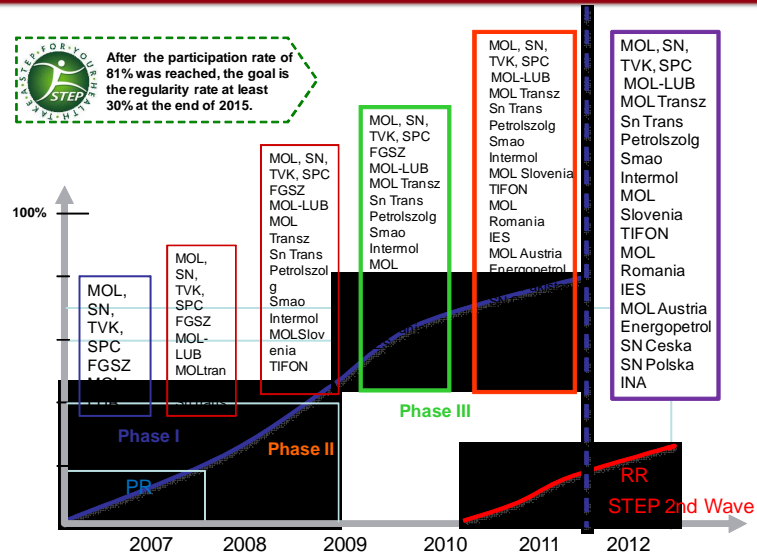
A STEP 2nd Wave (2012-2015) - Paradigm change

STEP 2nd. Wave – Progressing towards regularity

WHP Results	Commitment to the WHP programs. Increased employee motivation due to the WHP programs. Change realized in the corporate culture. Maintain low absence rate.			Perceptible decreasing of untreated cardiovascular risk factors	Decreasing of cardiovascular diseases.
Years	2012	2013	2014	2015	2015+
STEP indicators	<ul style="list-style-type: none"> Regularity rate at least 20% matured programs Participation rate at least 75% for companies already joint the program before 2010 Participation rate at least 40% for new companies Absence rate below 2,5% 	<ul style="list-style-type: none"> Regularity rate at least 25% matured programs Participation rate at least 75% for companies already joint the program before 2010 Participation rate at least 30% for new companies Absence rate below 2,5% 	<ul style="list-style-type: none"> Regularity rate at least 30% matured programs Regularity rate at least 20% for companies already joint before 2010 Participation rate at least 40% for new companies Absence rate below 2,5% 	<ul style="list-style-type: none"> Regularity rate at least 30% matured programs and for companies already joint before 2010 Participation rate at least 40% for new companies Absence rate below 2,5% 	<ul style="list-style-type: none"> At least 5% decreasing of cardiovascular illnesses compared to 2009 At least 10% decreasing of untreated cardiovascular risk factors (LDL cholesterol, obesity, diabetes)

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A STEP 2nd Wave (2012-2015) - Paradigm change



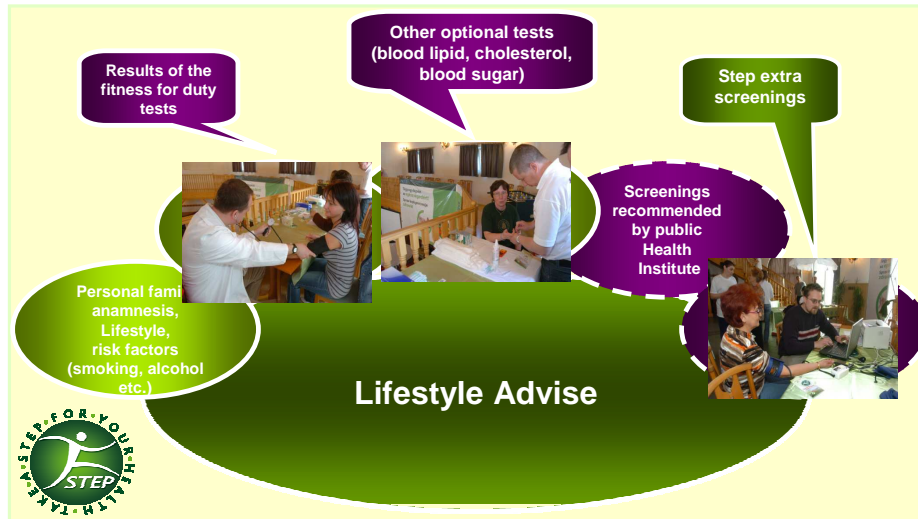
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STEP Active: most efficient in the primary prevention



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STEP Program – Complexity of the elements



MarcusEvans, 9-10.02.2009,
Amsterdam

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STEP communication, promotion

- STEP Active Newsletter - a weekly electronic newsletter
- Panorama - a company monthly tabloid with dedicated STEP pages
- STEP Client Service (call center)
- Direct mails for remote locations
- Network of volunteers („STEP engines”) for facilitating local initiatives
- Posters, brochures, leaflets for dedicated events
- Road shows, regular client surveys
- Point collection for gifts



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Achieved recognitions

- ▶ Health friendly workplace government award **(2007)**
- ▶ AmCham Hungary Healthy Workplace Award – MOL was winner in the “Big Company” category in **2008**.
- ▶ MOL STEP program got a special award in Cultural Evaluation category on DuPont Safety Award in **2008**.
- ▶ Move Europe - MOL was selected as the best performer in Workplace Health Promotion in **2009**.
- ▶ AmCham Hungary Healthy Workplace Award – MOL was winner in the “Best Practice” category in **2009**.
- ▶ Work in tune with life – MOL was selected as the best performer in Mental Health Promotion in **2010** in Hungary.
- ▶ URAC/GKEN IHPA **2010** – MOL was one of the 3 winners (88 companies participated WW)



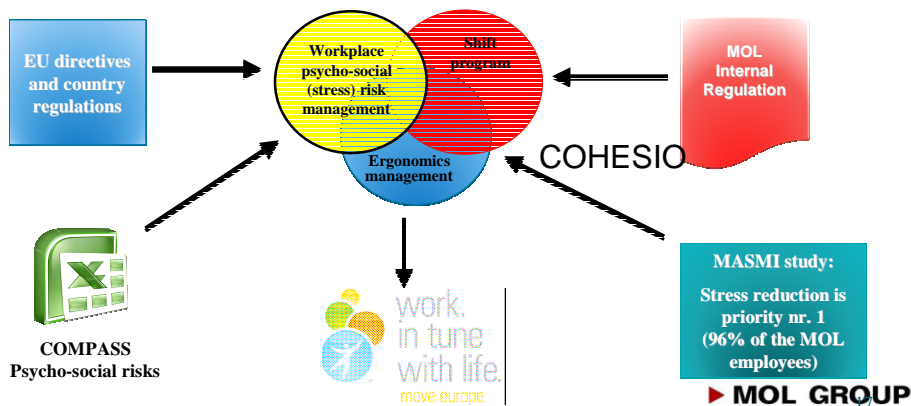
Ergonomics from the employee's standpoint

Why to deal with ergonomics?

- ▶ Because the causes of more than 55% of the work related accidents include ergonomics risks.
- ▶ Because majority of the muskulo-skeletal disorders have ergonomics related reasons (both blue and white collars)
- ▶ Because it is important for the employers to maintain the employee's capabilities to work.
- ▶ Last but not in the least important that identification and mitigation of the ergonomics risks is a compliance issue within EU.

COHESIO Project

- COHESIO = Compliance with Occupational Health of Ergonomics and Stress Identification Optimum
- Project performance indicators
 - 15% reduction of the number of musculo-skeletal disorders where the program identified serious **ergonomics** risks and mitigation measures were introduced.
 - Reduction in 20% of the cases of **workplace stress** from high to at least medium and medium to low where the stress management process was implemented.



Ergonomics risk assessment methodology

"FIZIOERGO" is an ergonomic and physiological assessment methodology designed to provide tools to assess complex activities of specific professional areas, **combining the traditional workplace observation with the physiological instrumental Heart Rate Variability measurements**. The elements of the assessment are the following:

- Inform employees and direct supervisors of objectives and purpose of ergonomic assessment to raise their awareness of the criticality of joint activities.
 - **Select jobs most exposed to ergonomic disease or illness factor** (50-70/ MOL Nyrt.), collect technological and job descriptions, record data of persons selected for involvement, including service time and age details.
 - Collect existing data related to the given job, workplace accidents, occupational illnesses, enhanced exposures, risk assessment details.
 - **Conduct preliminary on-site assessment of the given job**, study workflow, work equipment and working environment.
 - **Face-to-face discussions with employee** about workload and conditions of work.
 - Fill in detailed questionnaire under co-ordination of the assessor.
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- ▶ Face-to-face discussion with the direct supervisor of the employee about conditions of work.
- ▶ Full-shift ergonomic observation with special attention to activities presumably leading to enhanced demands.
- ▶ If justified, perform instrumental physiological measurements (to identify heart rate increase and heart frequency spectrum ranges).
- ▶ Identify and classify ergonomic risks to categories "negligible, low, medium and high".
- ▶ Prepare proposal on risk mitigation and control measures
- ▶ Compile brief ergonomic training material for employees and direct supervisors with special attention to identified risks

Results:

- ▶ More than 450 jobs were assessed in MOL Refinery, Logistics, Upstream and maintenance subsidiary in 2011-2012.
- ▶ The action plans regarding the control measures were completed, the short term actions started already.
- ▶ Reassessment of the musculo-skeletal disorders is planned for 2014.
- ▶ Some examples from Petrolszolg (MOL maintenance subsidiary):



And the future....

MOL Group HSE Strategy 2011-15 (DRAFT)



- ▶ Execute high workplace health risk elimination or mitigation to at least medium risk level by 2014
- ▶ Eliminate or mitigate all intolerable, recorded high workplace risk by 2014
- ▶ **Continue WHP program and sustain regular participation rate at least 30% on yearly basis. Adopt WHP program in all countries, in which we have operational responsibilities**

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Thank you for your attention!



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