

Programme for the involvement of associates in risk assessment

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Mars Lietuva is the Lithuanian unit of Mars, Incorporated. It was established in 1993 in Klaipėda. Since 1999 Mars Lietuva petfood manufacturing plant and the company's head office is located in Gargždai, a small town in the West of Lithuania.

The company managers acknowledged that employees had insufficient awareness of existing risks at the workplace, and risk assessment was not always satisfactory. Employees would not notice unacceptable risks, or if they did notice they would ignore or neglect them. Data was not systematically gathered for necessary improvements, and timely corrective actions were not taken to ensure a reduction in risks to worker health and safety.

The action taken:

Safety training.

The firm's annual staff training programme now covers health and safety at work. Risk assessment training, including practical instruction, is provided annually for the managers of various departments and for staff in the production, technology and quality control departments, among others.

Safety risks reporting system.

A form for recording safety lapses, the Likely Incidents Report (LIR), has been introduced. All associates are encouraged to complete this report form whenever they notice a risk in the workplace. The form allows them to make suggestions as to how to eliminate or control the risk. The forms are placed in a dedicated post-box and are checked daily so that preventive actions can be planned to eliminate reported risks. Associates who participate actively in this process are praised.

Periodic Safety Inspection.

Since 2006, a health and safety inspection has been carried out in the factory every second week. The inspections are attended by managers, production associates, technicians and Safety Committee representatives. During the inspection safety risks are noted, preventive measures planned, and responsibilities and timings for correction actions are set. Information about safety improvement status is displayed on the company's 'Safety' notice board and updated regularly. A computer database is maintained for analysis and control of all the identified safety risks. It shows area in the factory, place, type of identified risk factor, time planned to resolve the problem and responsible person. A picture is attached to visualise the likely safety risk.

The results achieved:

- More than 1 year without safety incidents at work.
- More than 130 workplace improvements have been done, based on associates 'Likely Incidents Reports'.
- Over 2000 safety improvements carried out on the basis of findings during safety inspections.
- Increased participation by staff in health and safety activity (since 2007, over 300 LIR have been reported).
- By improving the working environment, the company has also improved its reputation.