

Maintaining work ability in power supply

Case metadata

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Organisations involved

BOT Elektrownia Bełchatów S.A.

Description of the case

Introduction

BOT Elektrownia Bełchatów S.A. (The Power Station "Bełchatów" S.A.) is the biggest lignite-fuelled power station in Poland and, in fact, in entire Europe. It is a professional, steam-based power plant, of condensation type, with a bloc construction. Its annual energy output is approx. 28 bn kWh, representing about 20% of the total domestic production.

The main scope of activities at Bełchatów S.A. is production and sales of electric power, which amounts to 94.9% of total sales. Other activities comprise production of thermal energy and other services as well as non-core operations. Elektrownia Bełchatów S.A. runs very diverse business operations. Apart from producing electric and thermal power as core operations, the company also provides other services based on own resources: repairs and maintenance, fully covering internal needs and increasingly offering specialist services for external customers, as well as very broad procurement and warehousing services.

Employing approximately 4,660 people – Elektrownia Bełchatów S.A. is a very important employer in the central Poland. Approximately a quarter of the workforce is in the shift system, the majority of whom are male. Many workers have taken early retirement in recent years, causing the percentage of workers over 60 to be relatively low.

The reports regarding sickness absence of employees based on certificates of temporary inability to work, and regarding reasons of such absences, allow for a general analysis with the breakdown into groups of diseases. In 2005,



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employees had a total of 39,232 days of sickness absence, which yields an average of 8.4 days of sick leave per employee.

Aims

The company's staff policy stresses maintaining a stable, experienced and qualified staff. Building such a workforce requires long term activities, not just with respect to training, but also in the area of projects limiting occupational risks, promoting disease prevention and improving general fitness.

The actions taken are focused on:

- Limitation of occupational risks,
- Healthcare activities,
- Activities to raise general fitness, and
- Organisational changes where required.

What was done, and how?

Identification of exposure and assessment of occupational risks at *BOT Elektrownia Bełchatów S.A.* is carried out and documented in accordance with Procedure No 1-07.00.00 "Identifying exposures and assessing occupational risk". In conformity with the procedure, the process is implemented at all positions of the company, as per the standard PN-N-1802: 2000: "Health and safety management systems – general guidelines to assessing professional risk", using a three-tier scale to estimate the risks.

In recent years, the management of company, very well aware of the risks present at our company, took up effective actions that allow eliminate or significantly reduce the main risks, including those of noise and asbestos. For example, in 1997 a comprehensive program of noise protection was developed in which the machinery noise at *BOT Elektrownia Bełchatów S.A.* was reduced by 15 to 20 dB(A).

All the employees of *BOT Elektrownia Bełchatów S.A.* are covered with preventive healthcare services of the Non-public Health Centre *megaMed sp. z o.o.* in Bełchatów, with respect to:

- preventive examinations, fully adjusted to the type of exposures specific for the workplace, aiming at early detection of possible workplace pathologies, reducing the risk of job-related accidents and the risk of job-related diseases,
- examinations allowing early diagnostics of occupational diseases and of other diseases related to the job performed,
- assessment of ability to work, taking into consideration the health condition and the risks occurring at the workplace,
- monitoring the health condition of employees classified to special risk groups,



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The power station supports a company social fund that allows activities by workers, pensioners, and workers; families such as:

- recreational/leisure activities that contribute to regeneration and improvement of general fitness – fitness clubs, general and rehabilitation swimming pools, workout rooms, football and volleyball activities, tennis and table tennis,
- a broad range of biological regeneration – massages, Jacuzzi, steam- and dry sauna, solarium,
- other activities, e.g. sports clubs - motorcycle, yachting, fishing, kayak, sports, tourist.

Each year about 5 employees are moved from shift-based jobs – sometimes due to health reasons, but usually as a result of promotions, as the employees, thanks to their education, work experience, knowledge, and professional experience, are anyway ready to move up.

What was achieved?

As a result of such a policy, the company expects to achieve a measurable result in the form of a stable, highly qualified and loyal workforce. Activities in the area of medical care will lead to a reduced sickness absence related to general diseases, while projects leading to limit occupational risks will reduce the absence connected with injuries, poisonings and other work-related factors.

The extensive program of improving the general fitness should lead to improvement in work-related fitness, too, as that is largely connected with physical condition.

Further information

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Transferability

N/A

References, resources:

N/A