



WORKPLACE HEALTH PROMOTION AT ČESKA RAFINERSKA (OIL REFINERY)

1. Organisations involved

Česká rafinérská

2. Description of the case

2.1. Introduction

Česka rafinerska is the largest producer of oil products in the Czech Republic, with a staff of 700 people. It operates refineries in Litvinov and Kralupy nad Vltavou. The company holds the following certificates for quality, environmental and OSH management: ISO 9001, ISO 14001 and OHSAS 18001. Česka rafinerska has also implemented an Integrated Management System that includes a Health and Safety Management System, an Environmental Management System, a Quality Assurance System and Asset Protection. The oil company observes the principles of social responsibility and has been given the right to use the titles 'Safe Company' and 'Responsible Care'. The company is also a holder of the Social Responsible Company Standard covering corporate donations, philanthropy, NGO and community support. Aims and make clear to them that they have to consider human factors when designing a street.

2.2. What was done, and how?

The main objectives of this workplace health promotion programme were: minimising risk factors relating to work and lifestyle and reducing the amount of sick leave taken by employees; improving the health status and increasing the job satisfaction and general well-being of employees.

Key elements

The programme was carried out in several stages and included such activities as:

- permanent supervision of working conditions and safety;
- permanent improvement of working conditions and safety;
- evaluation and monitoring of the current state of the health of employees – over and above standard preventive check ups;
- informational campaigns on special health topics and risk factors;
- support of sport and physical activities – swimming, skating, squash, tennis, aerobics, organising matches, sport competitions, tournaments;
- implementation of better ergonomics at the workplace – project health and safety in the office;
- smoking cessation – project PROBETA: competition Stop and win (cooperation with Czech coalition against tobacco);
- weight reduction – project NEVA: information campaign, weight reduction under medical supervision, competition;
- stress reduction – training in stress management;
- osteoporosis screening;
- screening for cardiovascular risk factors; and
- flu immunisation.



2.3. *What was achieved?*

As a result of the activities implemented in the company there was a significant fall in sick leave between 1998 and 2004. The company introduced a 'Smoke Free' tobacco policy. Employees participated actively in all programmes. In 2005 the company won first place in a national competition for 'Health Promoting Enterprise of the year 2005'.

2.4. *Further information*

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3. References, resources:

- http://osha.europa.eu/en/publications/reports/mainstreaming_osh_business