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**Role of the innovative style in the
development of comprehensive
WHP practice**

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GENERAL INFORMATION

- ◆ **Young (10 years old) private company**
- ◆ **Sector: industry (NACE 2003 – DL 33,20):**
Development, production and implementation of precise opticommechanical and optoelectronic elements, assemblies and systems for civil, medical and defence applications
- ◆ **Certified:**
ISO 9001, 14001, 27001, AQAP 2110 and OHSAS 18001.
Quintuple integrated management system
- ◆ **Human resources:**
369 specialists, well balanced structure by age (moderate prevalence of younger than 35 years) and gender (52% women)



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PRESENT STATUS

- ◆ **Company in development**
- ◆ **Large contacts with business partners (Germany) and experts (national, Japanese)**
- ◆ **Notable innovation practice:**
 - 2005, 2006 award “Innovative enterprise of the year”**
 - 2006 award “Investor of the Year – innovative high technologies”**
 - 2008 – “BOSEI – quality award’ 2008” and BCCI Plate for achievements in implementation of Japanese management GP**
- ◆ **Quality circles – Conference on Quality - KAISEN methodology – communication and involvement of personnel**



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CHARACTERISTICS OF THE MODEL OF BEST PRACTICE IN WHP

- ◆ **Innovation practice – modern organizational development and comprehensive workplace health promotion (CWHP)**
- ◆ **Quintuple Integrated management system –integration of production (QM), human resources management, EOSH, data security and CWHP practice**
- ◆ **Integrated company policy (management – employment – CWHP - social responsibility): striving for high standard exceeding regulations requirements**
- ◆ **Harmonization of CWHP activities and in – company regulations on human resources and occupational risk assessment and management**
- ◆ **Intensive communication, group work and stimulated participation of employees**



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ORGANIZATION

- ◆ **Working Conditions Committee (Head Executive Director), Working group on CWHP to the WCC (Head “Human Resources” and OSH Manager)**
- ◆ **Occupational Health Service**
- ◆ **Communication on healthy lifestyle issues:**
Training Centre; Information poster stands to each Department, information sheets; feedback blackboards – Problems and proposals; Intranet
- ◆ **Annual Programme on healthy and safe working conditions – periodical and annual evaluations**
- ◆ **Quality Circles – 5 groups**
- ◆ **Active PR activity**



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HEALTH TOPIC ARRANGEMENT

◆ Smoking prevention:

**total ban on Company territory, smoking area – garden,
“I do not smoke” bonus, non – smokers protection**

◆ Healthy eating:

**attractive constantly working canteen /restaurant,
choice of healthy food arranged by specialists, and
through anonymous inquiry, 40% subsidized by
company; recreation rooms, supplied spring and
mineral water**



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HEALTH TOPIC ARRANGEMENT

- ◆ **Physical activity** – annually analyzed plan: Company Jubilee, Competition “With a fishing rod and gun”, tourist trips to archeological landmarks, “In the Nature collecting herbs”, tennis ground hall, football matches, bike parking, dance band, Taekwondo club, fitness hall health checks, support and consultations, management participation
- ◆ **Mental health** – during WP risk assessment (preventive measures) and by company training centre on coping strategies, QM system allow personal choice of tasks and pace, responsibility, mobility and rotation