

www.ceskarafinerska.cz




**Our Proven Equation:
Work + Exercise = Better Health**

Ivo Hamáček
Česká rafinářská, a.s.
Czech Republic



www.ceskarafinerska.cz





Location

Our Products

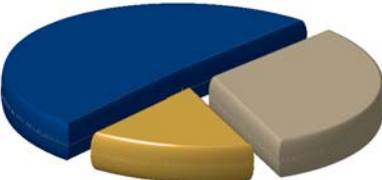
The Staff


Litvinov Kralupy nad Vltavou


www.ceskarafinerska.cz




Ownership Structure




51,23 % 

32,44 % 

16,33 % 

■ Our Proven Equation: Work + Exercise = Better Health

www.ceskarafinerska.cz



Company Health Care System

```

    graph TD
      CHCS[Company Health Care System] --- SC[Statutory Component]
      CHCS --- ASC[Above-Standard Component]
      SC --- PMC[Preventive Medical Check-Ups]
      SC --- CR[Craft-Related]
      ASC --- HPS[Health Promotion Schemes]
      ASC --- CB[Company Benefits]
      ASC --- CA[Collective Agreement]
  
```

■ Our Proven Equation: Work + Exercise = Better Health

www.ceskarafinerska.cz



Rules for the creation of health support programs




Three initial points of reference:


- Outcomes of preventive medical check-ups
- Generally acknowledged prevention methods & measures
- Availability, lasting interest and expectations of staff

■ Our Proven Equation: Work + Exercise = Better Health

www.ceskarafinerska.cz



Three Principles



- Motivation
- Information
- Participation Invitation Offer
 - * for a positive change of life style
 - * for health improvement
 - * for prevention of diseases

■ Our Proven Equation: Work + Exercise = Better Health

Medical Condition of Staff - Operators

Most frequent diagnoses revealed by Preventive Medical Screening

Health Disorder Diagnosis	Operators 2001	Operators 2003	Operators 2005	Operators 2007
Obesity (BMI>27)	34%	33%	36%	34%
Smoking	53%	43%	40%	38%
High blood lipid levels	54%	47%	30%	41%
High blood pressure	19%	19%	28%	28%
Back aches	20%	22%	17%	20%
Limited mobility (degenerative changes, aftereffects of injuries and diseases)	x	x	15%	15%
Active exercise, sports	45%	43%	45%	48%

Our Proven Equation: Work + Exercise = Better Health

Medical Condition of Staff – Mid-Management Staff

Most frequent diagnoses revealed by Preventive Medical Screening

Health Disorder Diagnosis	MM Staff 2002	MM Staff 2004	MM Staff 2006	MM Staff 2008
Obesity (BMI>27)	22%	33%	33%	30%
Smoking	21%	25%	21%	17%
High blood lipid levels	43%	30%	33%	43%
High blood pressure	9%	12%	26%	26%
Back aches	34%	37%	47%	38%
Limited mobility (degenerative changes, after-effects of injuries and diseases)	x	x	14%	18%
Varicose veins	16%	14%	11%	10%
Active exercise, sports	approx. 52%	approx. 52%	58%	63%

Our Proven Equation: Work + Exercise = Better Health

Structure of Health Support Program



- 1. Life style and a positive change thereof**
 - information on life style factors
 - intervention towards a positive change (smoking, regimen, risk-taking behavior...)
- 2. Promotion of exercise**
 - benefits, company tournaments, family days
- 3. Specialist examination and prevention**
 - osteoporosis risk screening
 - exercise ECG treadmill (in case of managers)
 - discussions with experts
- 4. Ancillary projects**



Our Proven Equation: Work + Exercise = Better Health

Projects run in the Company



PROBETA (acronym for **E**nvironment **w**ithout **t**obacco)

Main goal: Gradual cut in percentage of smokers and of the number of smoking areas

- a competition was announced
- guidance centers for quit-smokers were launched
- 5 years later → non-smoking Company



Anti-Stress Scheme

- courses for operators, and also
- D Day (Volunteer Day)

Our Proven Equation: Work + Exercise = Better Health

Will we lose our balance?



Are you too growing into a global scale?

The situation is not insolvable!

NEVA (acronym for **D**on't **h**esitate **t**o **s**tep **o**n the **s**cales)

Goal:

- to inform** (on health, mental, etc. aspects)
- to motivate** (presents, contest, posters)
- to offer possible solutions** (specialist courses)

Engaged in courses were 37 employees, i.e. approx. 20% of BMI > 27 staff

ECHO – regular information on the progression and achievements of individuals



Our Proven Equation: Work + Exercise = Better Health

AKTIVITALITA promotion of physical activity and wellness

10,000 steps daily...



Is it really that difficult?

Goal: Further support of exercise → to combat stress through vitality

Step Counter – a present for each staff member, with a motivation-testing leaflet and user guide attached.

A series of articles on how workout can contribute to health and how to properly "dose" workout.

A two-day course on mental health and relaxation techniques

Do sports with CRC – Announcement of the Year of Sport

- 12 Company tournaments and undertakings (badminton, table tennis, bowling,...)
- Promotion of tournaments run across sections and divisions

Outcome?

- Participation on events by more than 1/3 staff
- A solid foundation for forthcoming years created
- As a reward → each staff member obtains a pair of **Nordic walking sticks** for personal use.




Our Proven Equation: Work + Exercise = Better Health

Česká rafinářská www.ceskarafinerska.cz

Follow-up Project:
„Your back – no snag“

Do you turn your back




on your back?

Goal:
Learn

- how to use ergonomics principles
- how to choose the proper workouts
- Personal trial + physiotherapist consultation

Attended by a staff of 60
in altogether 6 courses

Tune up Your back



In our minicourse
Your back - no snag

■ Our Proven Equation: Work + Exercise = Better Health

Česká rafinářská www.ceskarafinerska.cz



■ Our Proven Equation: Work + Exercise = Better Health

Česká rafinářská www.ceskarafinerska.cz

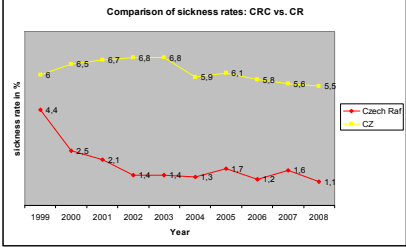
Even though our health-boosting schemes and activities do not come for free...

... cca 27000 € /year (Health support Program)
... cca 95 € /pp (Preventive medical check-up)

... they're worth it!

1. Reduction of incapacity for work due to illness & injury

Comparison of sickness rates: CRC vs. CR



Year	Czech Raf	CZ
1999	4.4	6.0
2000	2.5	6.5
2001	2.1	6.7
2002	1.4	6.8
2003	1.4	6.8
2004	1.3	5.9
2005	1.7	6.1
2006	1.2	5.8
2007	1.8	5.6
2008	1.1	5.5

■ Our Proven Equation: Work + Exercise = Better Health

Česká rafinářská www.ceskarafinerska.cz


2. Permanent low staff turnover - 3,6%

3. Staff satisfaction
(according to 2008 PriceWaterhouseCoopers survey):

- Health Support Schemes – utmost satisfaction without reserve
- Health protection and strenghtening – consent expressed by 94,8 %
- Satisfaction with work conditions – satisfaction of 84% (vs. market: 80%)

And more...

- Competitive edge
- Reputation of the Company
- Labor productivity



■ Our Proven Equation: Work + Exercise = Better Health

Česká rafinářská



Thanks for
your attention

www.ceskarafinerska.cz