



6th European Conference on Promoting Workplace Health

**Eng. Slavin Yanakiev (“Progress” JSC,
Stara Zagora, Bulgaria)**

**Auditors: Dr. Zaprian Zapryanov (NCPHP, Sofia)
Eng. Sv. Giokova (“Progress” JSC)**

**A successful tradition to achieve
physical, mental and organizational
health through quality management
system, experienced line managers and
workers participation**



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GENERAL INFORMATION

- ◆ **86 years old private shareholders company to the "Holding Zagora" Ltd**
- ◆ **Sector: industry (NACE 2003 – DJ 27,54) - production of industrial castings of gray and nodular cast iron for hydraulics, all machine building branches and elements for decoration of settlements**
- ◆ **Certified under ISO 9001 : 2004**
- ◆ **Member of the National Network of Health and Safety Promoting Companies**
- ◆ **Human resources: 439 employees, 74% in the age group 35 – 50 and 50 + years; 71% men**



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PRESENT STATUS

STRENGTHS

- ◆ *Company in development – constantly modernised production facilities (automation, remote control)*
- ◆ *Quality Management System (ISO 9001)*
- ◆ *Qualified and experienced craftsmen and line managers – engineers*



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PRESENT STATUS

BRANCH SPECIFIC PROBLEMS

- ◆ *Non production expenses:*
 - numerous intensive risk factors – the preventive strategy involves technical (safety) measures and medical (Factory first aid/emergency/consultancy, dental, and occupational health) services
 - high turnover rate in main production of cast iron area – adaptation problem, training and qualification costs
- ◆ *Ethnic structure* – up to 30% Roma and Turks



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CHARACTERISTICS OF THE MODEL OF GOOD PRACTICE

- ◆ *Innovation practice, technological and WHP competence*
- ◆ *Clear and adequate WHP policy-to build up qualified, motivated, and active staff; to improve human capital management and social responsibility*
- ◆ *Integration of WHP in overall production, quality and human resources management*
- ◆ *Traditionally good style (mutual respect, team work, favorable psychosocial climate) of group work*
- ◆ *Good communication among the staff and timely decision making on administrative, managerial, social, OHS and WHP issues. Risk communication.*



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ORGANISATION

- ◆ *Working Conditions Committee* (head – executive director). *Coordinator* (Finances and human resources management director) of *specialised on CWHP group in WCC* (incl. OSH – manager, representative of OHS, activists)
- ◆ *Occupational Health Service*
- ◆ *Annual Programme on healthy and safe working conditions* – periodical and annual evaluations
- ◆ *Administrative shop group work* at the beginning of shift under supervision of the line manager in discussing technological, OHS, lifestyle and mutual support issues. Every day exchange of information (problems and proposals) between line and OSH managers



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HEALTH TOPICS ARRANGEMENTS

◆ *Smoking prevention:*

- protection of nonsmokers – banned smoking at all working and public place at the company territory
- regular information on smoking hazards, individual consultations for willing to stop smoking
- ventilated and marked places for smoking

◆ *Healthy eating:*

- Menus for cold and hot seasons have been approved by the WCC of the Holding according to OHS proposal. Annual inquiry among the staff.
- Cooked food is produced by the Holding Company, paid 100% by “Progress” JSC: breakfast and lunch (day shifts); dinner , breakfast and warm tonic drinks/fruit juice (night shift)
- Excellently equipped canteen
- Fruits to the menu, free drinking water (spring or mineral) by machines in the canteen and at work places



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HEALTH TOPICS ARRANGEMENTS

◆ *Physical activity:*

- Leading problem: prevention of impairment in MSS and PNS due to physical overload / fatigue and problems with the microclimate
- Management of work load (automation, remote control, etc.), early detection of problems in MSS / PNS, information, consultation, rehabilitation (FHS and OHS), use of possibilities provided by the Holding for holiday rest and rehabilitation
- bikes parking, showers to stimulate walking or cycling

◆ *Mental health:*

- basic role of the line managers in organising the healthy and safe production. Every shift shop group work. Daily communication with OSH manager
- traditional good practice in collaborative style of management tasks assignment considering individual capacities, mutual respect etc.



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