

GOOD PRACTICE SLOVENIA

Program for disabled and employees with chronic illness

Contact person (NCO)

Name and organisation

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General information about the MOGP

Name of organisation and short description

DARS d.d.
Ulica XIV. divizije 4, 3000 Celje, Slovenia

DARS d.d. manages and maintains Slovenian freeways. It currently manages and maintains a total of 606 km of freeways and highways, 163 km of on-ramps and off-ramps, and 27 km of rest areas. It provides the following services:

- Charging freeway tolls through toll stickers for vehicles weighing up to 3,500 kg and an open or closed toll-collection system for vehicles weighing over 3,500 kg (charging tolls for commercial vehicles at 27 toll stations throughout Slovenia);
- Monitoring and managing traffic;
- Managing rest areas;
- Organizing repair work and new freeway construction.

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Website

www.dars.si



Information on the good practice 'Program for disabled and employees with chronic illness'

Aims

- Actively representing the interests of the employees whose ability to work has changed by taking into account the work process needs.
- Improving the work efficiency of employees whose ability to work has changed, increasing disabled employees' opportunities to keep their jobs through additional training or retraining, and improving conditions for employees with chronic illnesses so that they can return to work after long-term sick leave.
- Using a workplace health promotion program to maintain and enhance the health of all employees, thus managing sick leaves and the scale of changed work ability (preventing the causes of disability by developing safe workplaces in a healthy work environment).

Target group

The target group is the blue-collar workers employed by DARS that work in freeway maintenance and toll collection.

Description

- Direct and regular presence of HR specialists in the work units and at locations offering ongoing assistance to employees with problems connected with changed health conditions or other changes that affect the employee's social security.
- Active cooperation with authorized occupational medicine physicians and the occupational health and safety service in managing the risks of injuries and health problems, and seeking appropriate solutions for employees whose ability to work has changed.
- Adapting the current work environment and jobs to employees whose ability to work has changed.
- Carrying out workplace health promotion activities among employees to maintain and enhance their health (subject-specific courses and target activities).

Why is it a good practice?

- The direct and ongoing presence of HR specialists among the employees at locations throughout Slovenia is this program's greatest value. This makes it possible for the employees to directly and confidentially obtain suitable information, referrals, and guidance for taking timely and effective action. First and foremost, this type of activity enables proactive work towards more successful and ongoing resolution of problems in the work process that result from changed work ability or other circumstances affecting employees' social security (seeking an appropriate job within the same or a different organizational unit and location in a timely fashion, training employees, organizational or technical workplace adaptations, etc.)
- Unified policy: all of the employee activities for maintaining and enhancing health take place under the slogan "Healthy, Safer, Better".



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Results

Evaluation

- Ongoing three-month monitoring of the sick leave conditions within individual work areas.
- Preparing reports including suggested measures for the company management and individual department managers.
- Adjusting measures at the employee level according to the current conditions, more frequent contact with the employees, a specialist's visits to individual workplaces.

Incentives for success

- The most important factor that has contributed to establishing this program/practice is the close cooperation between the employer's specialist services and the authorized occupational medicine physicians, GPs, and social partners.
- To enable more equal employment of the disabled, the Vocational Rehabilitation and Employment of Persons with Disabilities Act also stipulates that employers be granted certain financial incentives:
 - Wage subsidies for the disabled.
 - Paying the costs of adapting the workplace and funds for the work performed by the disabled: the company is using these incentives.
 - Paying the costs of supported employment services.
 - Exemption from paying pension and disability insurance contributions for disabled employees: the company is using these incentives.
 - Awards for exceeding quotas; the company is using these incentives.

Barriers for success

There are certain obstacles within the company with regard to employing the disabled and chronically ill. These are primarily connected with the lack of suitable jobs. The majority of jobs in the company (80%) include considerable hazards that affect employee health (e.g., working near traffic) and for which the disabled or chronically ill often cannot be hired.

