



## **GOOD PRACTICE ROMANIA**

### **The lamplighter programme**

#### **Contact person (NCO)**

**Name and organisation:**

Theodor Haratau – Romtens Foundation

**E-mail address and website**

office@romtens.ro

www.romtens.ro

#### **General information about the MOGP**

**Name and organisation and short description**

Baneasa Business & Technology Park is the head office of Unilever Romania S.A. It is active in producing home care products and foods (such as detergents, margarine, mustard, tomato juice etc.) The company has a strong Human Resources department, which developed a specific management tool named “TPM” (which stands for “Total People Management”) encompassing 8 pillars - OSH is one of them. Unilever has an evolving company culture fostering and supporting organizational change and support for health-related activities.

**Website**

www.unilever.ro

#### **Information on the good practice ‘The Lamplighter programme’**

##### **Aims**

The described programme has as its main aim the eagerness to earn a global reputation for best practice in medical and occupational health performance. The whole programme philosophy correlates to the life style, the habits & customs, the actions of the individual, and finally, the medical services a person is using.



## Target group

The target group is the staff working at the Romanian head office, which amounts roughly to about 150 employees.

It is viewed as a pilot target group, to be followed by the rest of the employees, if successful. Since it is based on voluntary enrolment, the process through which employees embarked upon the programme is a long one, so far 35 employees have registered themselves.

## Description

The lamplighter programme has three pillars, namely:

- Health, well-being and performance
- Prevention of occupational ill-health
- Travel related medical and occupational health support

“Well-being and performance” includes the following activities:

- Mental well-being and resilience
- Addressing local health risks (e.g. HIV / AIDS, Malaria, TB, Dengue)
- Pandemic threats and business continuity
- Agile working

“Prevention of occupational ill-health” includes:

- Ergonomics at the workplace
- Environmental health
- Reducing noise
- Food allergens

“Travel related medical and occupational health support” encompasses:

- Business travellers and expats to be covered
- Advice on immunizations and chemoprophylaxis

Activities are performed mainly in three steps:

- Firstly, the baseline health status of the participants is assessed (thorough medical check-up): detailed check-ups consist in determinations of the Vitality Index Score (which is based on measurements of BMI, blood sugar, levels of cholesterol), but also psychological assessment, work performance assessment, etc.
- Followed by the intervention: training and information on weaknesses determined during the baseline assessment.
- The last stage is the end of the intervention check-up.

## Why is it a good practice?

- The focus on chronic illness is very much visible under the first stage of the programme, which is a detailed check-up with three components (Biometric Health, Wellbeing & Lifestyle, Resilience, and Performance & Productivity).
- The programme places emphasis on early intervention and deals with the chronic diseases individualized by using a case management approach.



## Results

### Evaluation

The programme is implemented in Romania for less than one year, and therefore does not had a fully developed history yet.

It is a very broad programme (around 35.000 employees are participating in about 30 countries). The first results of the Romanian programme are foreseen for 2013.

### Incentives for success

Training courses and information sessions are offered, as well as fitness facilities and flexible working arrangements in supporting healthy behaviours.

### Barriers for success

Not specified.

