



GOOD PRACTICE HUNGARY MOL

Contact person (NCO)

Name and organisation

Lorik Eszter - National Institute for Health Development

E-mail address and website

lorik.eszter@oeffi.antsz.hu

www.oeffi.hu/english.htm

General information about the MOGP

Name of organisation and short description

MOL Hungarian Oil and Gas Company is a leading integrated Central and Eastern European oil and gas corporation. MOL Hungarian Flagship (Hungary, Romania, Serbia, Slovenia) has 12.500 employees. Main activities are: Exploration and Production, Refining and Marketing, Retail and Petrochemicals, natural gas transmission.

Contact person

Dr. István Miniska, MOL Senior Medical Advisor

iminiska@mol.hu

Website

www.mol.hu

Information on good practice “Take A STEP For Your Health”

Aims

The aim is to assess chronic diseases and to prevent them by reducing the risk factors. When this is no longer possible, to diagnose them in the earliest phase possible and then advise / assist / help employees with treatment.



work. adapted for all. move europe is co-funded by the European Commission under the Public Health Programme

The program builds on the OSH Strategic Objectives for 2011-2015 expressed in the CARE (Control-Awareness-Risk-Environmental Stewardship) Program: “Adopt a Health Promotion Program in all countries and keep Regularity Rates to at least 30%”, “eliminate high risk workplaces by 2014”, “aim for zero injuries and occupational illnesses”.

Target group

There are specific target groups for the medical screenings (e.g. shift employees) and there are specific target groups for physical activities (e.g. white collars / office gym program). The employees with chronic illnesses constitute another specific target group.

Description

1. The objective of the 1st wave (2006-2011) of STEP – Take a step for your health – was to create a company health culture. Core activities of the STEP Program are:
 - Movement based activities;
 - Medical screenings (e.g. related vertebral column screenings, complex cardio vascular screening);
 - Foster smoking cessation;
 - Healthy diet;
 - Reduce workplace stress;
 - Yearly registration of the chronic disease statistics of employees (age, description of health status and disease, lifestyle data, comparison with previous years and national data).

The Occupational Health service provider completes an Individual Health Plan (IHP) for each voluntary employee after the medical examination. Within this IHP the medical doctor can draw the employee's attention to their risk factors (and diseases if any) and advise participation in STEP programs / health insurance based screenings, etc. The professional implementation of the programs is based on private external service providers. Medical screenings are provided by a main contractor, medical specialists are subcontractors.

When a chronic illness is diagnosed, the Occupational Health medical doctor advises and directs the employee to a specialist, if necessary, prescribes the treatment and follows up on the employee's health status.

2. The 2nd wave of the program – Progressing towards regularity –, is based on decentralization and local initiatives (initiatives of the employees according to their needs and shift possibilities) and on increasing regularity (employees' regular participation in different STEP programs, especially in physical activities). Many new company communities initiated team-sport activities and regular sport trainings will be facilitated.

Why is it a good practice?

- The Works Council, Unions and Safety Representatives are members of the Steering Committee of the STEP Program. They are involved in each phase.
- It lasts for 6 years (currently still on-going).



- It concerns early intervention and case management.
- The company is committed through its “White Book of Rehabilitation” to ensure equal chances for employees with less abilities or disabilities.

Results

Evaluation

There is a yearly post-evaluation of the STEP program based on a questionnaire, and the costs are monitored monthly. In addition, the Occupational Health service completes very detailed morbidity statistics based on the International Classification of Illnesses codes and including 100% of the employees. This is compared to the results of the previous year and serves as a basis for the following year’s WHP program planning.

The absence due to illness started to decrease year by year, reaching an absence rate of 1.8% at the end of 2010.

The three phases of the STEP program supposed an increasing number of participants with time, 20% of participants in phase I, 60% at the end of phase II and 75% of participants in phase III in 2010. As established at the beginning of the project, an employee’s participation in one of the STEP programs is counted only once.

When a 81% Participation Rate was achieved in 2010, a strategic decision was made: as the program was already well known to the employees - the next step was to increase employees’ regular participation in different STEP programs. For this reason a new indicator, the Regularity Rate was introduced.

After the first six-year period of the program, signs of cultural changes in the employees’ healthy lifestyles can already be clearly seen through many local initiatives and needs.

Incentives for success

Trainings are included in the communication system of the STEP (WHP) program of the company. Within a “cafeteria system” a specific amount of money is allocated to medical treatments, medication, etc. Flexible working hours and home office work are also possibilities for the employees.

Furthermore, when the work disability exceeds 40% due to a chronic illness, there are insurance premium reductions.

Barriers for success

-

