



GOOD PRACTICE SLOVAKIA Podbrezová

Contact person (NCO)

Name and organisation

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General information about the MOGP

Name of organisation and short description

Železiarne Podbrezová is a producer of seamless hot rolled steel tubes, seamless precision cold drawn tubes, tubular products, large diameter welded tubes and butt – welding fittings. The company's products are designed for the automotive industry, power industry, mechanical engineering, for construction and pipelines. It employs 3.120 people.

Contact person

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Website

www.steeltube.sk; www.zelpo.sk



Information on the good practice “Centre for ancillary works and activities”

Aims

The aim was to create a suitable working environment for employees diagnosed with any chronic illness that prevents them to work in their former profession.

The Centre for ancillary works and activities was established in order to find out appropriate occupations for pregnant women and for employees with specific health problems that can be defined as a chronic illness.

Target group

The target group are employees who were diagnosed with chronic diseases, employees with specific health limitations (night work not allowed, etc.) and pregnant women.

Description

The Centre was established in order to provide medical recommendations for specific working positions and appropriate jobs for employees with specific diseases. It employed about 45 people between 2006 and 2009.

The character, load and type of work are designed to suit the worker's health status and are adjusted individually. The activities include tasks such as lawn care on the company site, planting of flowerbeds and ornamental shrubs, cleaning the company streets and paths from snow in winter, etc.

The different steps are:

1. The employee performs his/her work at different mills or workshops.
2. The doctors of the “Occupational health service” regularly hold medical examinations.
3. When changes in the health status of an employee are observed, the employee is addressed by doctors / specialists for a medical examination.
4. After confirming the change in the employee's health status, the employee is invited for a personal interview where he/she is informed about further possibilities to continue work.
5. With agreement of the employee, he/she is transferred to a special work unit. If the employee does not agree with the reclassification, he/she can leave the company with appropriate severance pay under the current Labour Code and Labour Union Agreement.
6. He/she performs work that corresponds to his/her capabilities.
7. The employee's health status is continuously monitored by doctors of the “Occupational health service” and specialists.

The employee stays in touch with the appropriate department of the Social Insurance Agency in Slovakia due to regular assessment of his/her health status or in order to obtain / not obtain a disability pension.



Why is it a good practice?

The company found an innovative way to employ workers with disabilities due to chronic illnesses: by joining the Centre, the employees were not exposed to stressful situations, while coping with their disease and when returning to the labour market.

Many stakeholders are involved: physicians of occupational health services, external physicians or specialists, direct employee supervisors, Head of production mills or workshops, HR Director, Employees of the HR department, Head of special work unit Central Office of Labour, Social Affair and Family, and Social Insurance Agency in Slovakia (especially in cases of assessment and recognition of limited ability to work or invalidity).

Results

Evaluation

During the existence of the special work unit called the "Centre for ancillary works and activities", there was no formal evaluation.

Incentives for success

Repositioning the employee to an easier and more suitable working position within the company can be considered as the biggest incentive for success, instead of dismissal as carried out by many other companies. Their new working position is also adapted to other parameters related to work, such as a special work area, reduction of working hours etc.

Barriers for success

The biggest barrier is now the global economic uncertainty and, in connection to this: the lack of jobs (not only) for people with a chronic illness.

In principle, a company employs only as many workers as it needs to function, and for processes that are required. The Centre for ancillary works and activities already shows in its title ("... ancillary ...") that it has a social aspect. Additional work is less important for the company and its distribution among the other employees without health restrictions could be particularly cost-effective.

The Centre was set up in the year 1995. During the period of financial crisis and economic instability, the Centre has stopped its activities temporarily.

