

# POLAND



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## Model of Good Practice

### A. General information about the company

Company/organisation:	<b>Hispano Suiza Polska (hispano-suiza-polska.com)</b>
Address:	39-120 Sędziszów Młp. ul. Partyzantów 29
Name of contact person:	Krzysztof Mita
Function of contact person:	HR manager
Telephone number:	+48 696 767 466
Email:	<a href="mailto:krzysztof.mita@hispanosuizapolska.com">krzysztof.mita@hispanosuizapolska.com</a>
Sector:	Industry
Number of employees:	256

Age	Sex		total
	male	female	
up to 35	18	22	40
35 to 50	122	18	140
50+	76	-	76
<b>total</b>	216	40	256

**B. Integration of WHP in the company policy and culture**

Health promotion is an integral part of the company’s management cycle. All health promoting activities in the company have been divided and structured as WHP projects. Implementation of such activities is a part of the company’s daily work. WHP focuses on many health issues and results in building the company image as a model of good practice.

**C. Described health topics**

X	Smoking-prevention
	Healthy eating
	Physical activity
	Stress

## D. Smoking prevention

### D.1. Organisation & structures

Smoke-free workplace programme has been presented to the company board. Upon being accepted by the management, it has been implemented into company's smoking policy plan.

The action plan included:

- initiation of the project
  - introducing employees to the project objectives, all stages and benefits of participating in the project were explained.
  - analysis of work environment – the number of smokers and non-smokers was identified with a questionnaire
  - participants filled in applications to confirm that they would be interested in the project
  - company leaders were identified
- A series of lectures was organized on the topic of harmful effects of smoking as well as on the benefits of quitting. All participants were given educational materials.
- Working with a psychologist – motivational workshops as well as consultations were organized.
- Analysis of the carbon monoxide value in the blood accompanied by a spirometric check-up and consultation with a doctor was organized
- Support groups were launched
- Control check-up by a doctor
- Evaluation and conclusions

The main objective is to create better worker health by decreasing smoking on the premises of the company. Another important issue is to deal with any kind of animosity between smokers and non-smokers in the company.

The project is coordinated by the HR department and all stages are implemented with the cooperation of specialists (doctors, psychologists and health promoters) from the regional occupational medicine station.

The project has its own budget.

## **D.2. Strategy & implementation**

All activities in the company started with a study amongst the employees. The results were an important indicator of what issues the company has to deal with in the area of smoking policy and what are the needs of both smokers and non-smokers.

Marketing materials on the project were prepared and distributed, explaining all rules and stages of the project. An in-house paper and radio station were also used to inform about the policy and about the issue of smoking. Posters about the project were put in the smoking rooms as well.

The general policy bans smoking in the workplace. There is a special smoking room available with a proper ventilation system. All employees who wish to quit are given medical attention and consultation with a doctor and a psychologist. Often they also benefit from NRT or other drugs that help to quit smoking.

## **D.3. Evaluation & results**

Project evaluation is carried out regularly; a monitoring of activities is undertaken. This allows for adjusting the topic discussed during the workshop to the needs of participants and to introduce the organizational changes that would result in a higher participation rate.

Final evaluation is done at the end of the year to see the outcomes of the process. A study similar to the initial one is carried out and the differences between the two are analyzed. The most important success criteria is the number of employees who volunteered to participate and the number of participants who succeeded in quitting. Every month these figures are discussed during an OSH committee and company board meeting.



## Model of Good Practice

### A. General information about the company

Company/organisation:	<b>WSK „PZL-Rzeszów” S.A.</b> <a href="http://www.wskrz.com/">http://www.wskrz.com/</a>
Address:	ul. Hetmańska 120, 35-078 Rzeszów
Name of contact person:	Krzysztof Węgierek
Function of contact person:	Chief specialist for safety, hygiene and environmental protection
Telephone number:	048 604 961 590
Email:	<a href="mailto:krzysztof.wegierek@wskrz.com">krzysztof.wegierek@wskrz.com</a>
Sector:	Aeronautics
Number of employees:	4339

Age	Sex		total
	male	female	
up to 35	1558	233	1791
35 to 50	1199	228	1427
50+	929	192	1121
<b>total</b>	<b>3686</b>	<b>653</b>	<b>4339</b>

## B. Integration of WHP in the company policy and culture

WSK "PZL-Rzeszów" S.A. is a company where health is considered as very important. Also the safety of the employees plays a key role in the company's policy on OHS and environmental protection. The mission of the WSK Executive Board is to create an organisational culture based on occupational health and safety.

In order to take care of the health of the employees, WSK has organised a series of projects during the last few years in cooperation with Regional Occupational Medicine Station regarding health promotion. These include:

- workplace health promotion programmes on: MSD, noise, prevention of glaucoma, CVDs, prevention of various lung diseases, fitness, healthy nutrition and stress
- smoke-free workplaces policy
- additional densitometry for workers
- programme on prevention of infections while administering first aid

The cooperation with the ROMS in Rzeszów proved to be very beneficial, as the company takes advantage of knowledge and experience of the station's specialists. This resulted in a high quality of the projects introduced in the company that not only were very well welcomed by the employees and contributed to the creation of interest in the health issues among them, but also encouraged them to quit smoking, seek help of specialists and in some cases to start treatment.

WSK has its own work hygiene laboratory that allows for constant monitoring of hazardous or inconvenient factors and to react swiftly in case of any norm violations.

A series of health-oriented programmes that were introduced in the company demonstrates clearly that the health and safety of the employees is a priority.

## C. Described health topics

x	Smoking-prevention
x	Healthy eating
x	Physical activity
x	Stress

## D. Smoking prevention

### D.1. Organisation & structures

Programme “Smoke free workplace” has been introduced to the company’s Environment, Health and Safety Commission. After being accepted by the company’s Board, it was included into the policy plan on smoking at the workplace.

The activities carried out within the programme include:

- Start of the programme – all participants are introduced to the concept, stages and benefits they might get within the programme
  - work conditions are analysed in detail in order to establish the scope of smoking within the company
  - all employees are invited to participate in the activities
  - the participants are identified on the basis of voluntary declarations.
- A series of lectures is carried out on the adverse effects of smoking and benefits of quitting, accompanied by distribution of educational materials.
- A meeting with a psychologist is organized (followed by consultation) and motivational workshops are carried out.
- A spirometry and analysis of carbon monoxide levels in blood is run, accompanied by a consultancy with a physician.
- Support groups are created.
- A control check-up.
- Conclusions and evaluation.

The main goal of the programme is to limit the incidence of smoking on the premises which, in result, should be beneficial for the company, as the health status of the employees shall improve, the number of conflicts between smokers and non-smokers arising from unfair division of working time (cigarette breaks) would fall, and increased productivity (less absenteeism) would be introduced.

The programme is coordinated by the head of one of the departments and activities are realised by ROMS specialists – physicians, psychologists and health promotion specialists.

The programme has a separate budget.



## **D.2. Strategy & implementation**

Activities aimed at the programme implementation started by the organisation of a survey amongst the employees; the opinions gathered were a very important voice in the discussion on the tobacco policy planning, taking into account the needs of smokers and non-smokers.

All the objectives of the project, as well as all the stages and developments connected to it, were fully presented to all employees via leaflets, posters, articles in the in-house paper and on the company radio. The materials were distributed in the information corners, as well as in the smoking areas. This information campaign was accompanied by a series of workshops conducted by a specialist from health promotion department.

On the premises there is a total ban on smoking. A special smoking room with efficient ventilation has been prepared for those who choose to smoke. Those employees who wish to quit are offered medical care and guidance that includes analysis of carbon monoxide in the blood, spirometry, when needed, and psychological support (motivation building workshops). They also often take advantage of pharmacotherapy.

## **D.3. Evaluation & results**

Evaluation of the programme is carried out permanently throughout the whole time. Both the topics of the workshops as well as their participation rates are monitored and, when needed, changes are implemented to improve the quality of the action.

At the end of the year a general evaluation of annual results is organised. A survey on the issues tackled in the initial phase of the project implementation is carried out. This allows for comparison of changes and progress made in the area of knowledge, motivation and employees' satisfaction with the programme (pre-post test approach). Another important indicator is the number of workers who use NRT and were able to quit smoking. Evaluation results are discussed every month during an EHS committee meeting, where top management meets line managers and all centres that cooperate with the company.

## **E. Healthy eating**

### **E.1. Organisation & structures**

The healthy eating habit programme entitled "Creation of healthy lifestyles through proper diet"

The issue of healthy diet is a crucial part of various health promotion activities in WSK "PZL-Rzeszów S.A.". Therefore, the following plan of action was developed:

- Diagnosis of a problem via analysis of medical records from prophylactic check-ups. Assessment of employees' needs in a field of healthy diet via an anonymous survey.
- Development of a plan of the programme, its marketing among employees and their registration.
- Implementation of the programme.
- Its evaluation.

The programme was developed and implemented by the Health Promotion Department and a team of physicians from the Regional Occupational Medicine Centre in Rzeszów with collaboration of a dietician and a representative of WSK "PZL-Rzeszów S.A.".

The costs of the programme were covered by the company.

## E.2. Strategy and implementation

The necessity of organisation of such a programme stems from findings of obligatory prophylactic check-ups for employees showing that a large number of employees suffer from overweight and obesity as well as diabetes, hypertension and hypercholesterolemia.

To assess employees' expectations from the programme as well as their needs in the field of healthy diet, a questionnaire-based survey was carried out. Their opinions were taken into account while preparing and implementing the programme.

Within the framework of the programme, the following interventions were planned:

- educational meetings with a dietician

Topics of this health education:

- basic information concerning healthy diet (the importance of proteins, carbohydrates, minor elements, major components and water),
- crucial principles of healthy nutrition and creation of healthy meals,
- toxins and heavy metals in food and water,
- elements and vitamins in the context of hair element analysis

- educational meetings with an occupational medicine physician

Topics of such meetings:

- the nutrition physiology
- influence of unhealthy diet on the risk of various diseases

- workshops devoted to preparation of healthy meals and their savouring
- an educational meeting with health promotion specialists

The exemplary topic of such a meeting:

- genetically modified food.
- workshops aimed at the development of a healthy menu and dietician consultations/ counselling
- stress coping workshops
- gymnastics
- dietician's consultations with people working in the company canteen (due to such counselling, the canteen offer was enriched with healthy food, whereas the company was equipped with easy access vending machines with still water).

### **E.3. Evaluation and results**

Evaluation of the programme showed a major improvement in employees' awareness concerning healthy diet and nutrition (their knowledge in this field was checked before and just after the programme's termination in a form of a quiz). Moreover, 40% of attendees declared that they would incorporate rules of healthy nutrition into their everyday lives. Employees assessed that an important element of this WHP intervention was ensuring them easy access to still water in the company area. Furthermore, according to the statistics of the company canteen, employees increasingly ask for healthy food. The programme realisation, as well as its outcomes, was discussed with managers and directors of WSK "PZL-Rzeszów S.A." during the health and safety board meeting.

## **F. Physical activity**

### **F.1. Organisation & structures**

Physical activities are yet another area of WHP activity in WSK "PZL-Rzeszów S.A.". Policy of the company on the healthy lifestyle aimed at encouraging active living includes not only the employees, but their families as well.

The need for initiatives promoting healthy lifestyles (incl. physical activities) comes, on one hand, from employees whereas, on the other hand, it is connected with a longstanding policy of the owner of the enterprise, which is Pratt and Whitney from Canada. Physical activity exercises are undertaken by employees after work hours. The only exception is the possibility of moving on bicycles on the company area. To enable such an activity, the enterprise equipped the area with bicycle parking places. Marketing of planned physical activities initiatives is accomplished via the company newspaper, internal radio broadcasting system and the Internet. Such projects are coordinated by a person from the administration department of WSK "PZL-Rzeszów S.A.". They are financed partly by the company, whereas the rest costs are covered by the employees.

## **F.2. Strategy & implementation**

The person responsible for organisation of projects in this area is an employee of the administration department.

They are popularised by football, volleyball, basketball, aerobics, swimming, tennis and ping-pong tournaments between departments that take place regularly in the company throughout the whole year. To add more, cycle tours, skiing competitions and mushroom picking walks are also organised.

Furthermore, the enterprise organises a programme entitled "Examination of exercise capacity of men aged 25-60". The need for its implementation derives from an analysis of employees' prophylactic check-up findings, showing that approximately 30% of them are treated due to various cardiovascular diseases (CVD). Each year among the next group of 2-3% of the employees, new cases of such diseases are diagnosed. The programme aims at the precise analysis of employees' exercise capacity with monitoring of their heart activity. The authors of the programme set a level of employees' exercise capacity in MET (metabolic equivalent). With the thorough analysis of data gathered on such a basis, the authors are able to assess the risk of premature death due to CVD. According to the American survey entitled "Exercise Capacity and Mortality Among Men Referred for Exercise Testing", the authors of the programme in WSK "PZL-Rzeszów S.A." assume that an increase in exercise capacity by 1 MET is connected with a 12% decrease in a risk of death due to heart diseases.

## **F.3. Evaluation and results**

The programme evaluation is undertaken on a regular basis during its implementation and is mostly aimed at the monitoring of employees' satisfaction, interest in the programme and understanding of information disseminated via radio broadcasts and in articles, as well as during check-ups assessing exercise capacity. The authors of the programme also evaluated the effects of a pilot version of the programme aimed at the improvement of exercise capacity that was carried out on the sample of 44 employees.

## **G. Stress**

### **G.1. Organisation & structures**

On the premises of PZL – Rzeszów S.A., a workplace health promotion programme on stress has been implemented, simply titled “Working without stress”. The main goal is to cope with the occurrence of stress in the work environment. The main target group is the managers.

Before launching it, the idea of the project was presented to the company board during an OSH committee meeting. The acceptance of the programme resulted in its incorporation into the company policy on workplace health.

Work plan:

Realization of the project commenced on 16th April 2008 and is due to take place in three stages:

- Information campaign in the company concerning the programme, presentation to the company board.
- Analysis of the main sources of stress in the workplace by the means of a survey
- Identification of employees interested in participation in the programme
- Division of participants into smaller groups (for education and workshop purposes), each group had its own coordinator
- Implementation of educational and organisational activities:
  - educational part consisted of a series of lectures on stress in the workplace, workshops on methods of coping with stress and preparation and publication of information in the in-house paper
  - organisational changes were aimed at elimination or limitation of existing stress factors
- Project evaluation was carried out by a health promotion specialist and a psychologist.

People responsible for implementation of this programme were employees from the company OSH department and leaders of each group. They worked with a specialist from the Regional Occupational Medicine Station. The costs were covered by the company.

## **G.2. Strategy & implementation**

On the basis of the information gathered by the company occupational medicine doctor during regular check-ups, it became clear that there is a lot of stress in the workplace that results in various stress-related diseases and symptoms. An anonymous survey was carried out among the employees to check the situation. Almost 64% of workers pointed out that work was the main source of stress for them (before the family or health problems). About 46% said that work was moderately stressing; however, more than 33% described the level of stress at work as high and 7% as very high. The factors that were pointed out as stress sources most frequently were:

- tasks that required competing with other employees
- underemployment of skills, qualification, etc.
- being responsible for other workers' lives and well being
- conflicts with other workers
- availability around the clock
- making decisions that cause internal conflicts
- financial responsibility
- tight deadlines when performance is difficult.

Yet another important stress factor is work overload; more than 80% of workers work over 8 hours per day.

To strengthen the individual potential of employees in the area of stress coping, workshops are organised where participants learn what methods are best for them to deal with the issue. Organisational changes in the company are also introduced to limit the sources of stress.

## **G.3. Evaluation & results**

The programme was implemented in the company in April 2008. 48 managers have taken part in it since then. Every participant evaluates the programme after completing it. The results show an increase in the knowledge about stress and in the skills to cope with it. For  $\frac{3}{4}$  of all participants, taking part in the programme was also an inspiration to look further for other ways of dealing with stress on their own.

All the results were presented to the company board.





## Model of Good Practice

### A. General information about the company

Company/organisation:	<b>Hispano Suiza Polska (hispano-suiza-polska.com)</b>
Address:	39-120 Sędziszów Młp. ul. Partyzantów 29
Name of contact person:	Krzysztof Mita
Function of contact person:	HR manager
Telephone number:	+48 696 767 466
Email:	<a href="mailto:krzysztof.mita@hispanosuizapolska.com">krzysztof.mita@hispanosuizapolska.com</a>
Sector:	Industry
Number of employees:	356

Age	Sex		total
	male	female	
up to 35	18	22	40
35 to 50	122	18	140
50+	76	-	76
<b>total</b>	316	40	356

**B. Integration of WHP in the company policy and culture**

Health promotion is an integral part of the company's management cycle. All health promoting activities in the company have been divided and structured as WHP projects. Implementation of such activities is a part of the company's daily work. WHP focuses on many health issues and results in building the company image as a model of good practice.

**C. Described health topics**

X	Smoking-prevention
	Healthy eating
	Physical activity
	Stress

## D. Smoking prevention

### D.1. Organisation & structures

Smoke-free workplace programme has been presented to the company board. Upon being accepted by the management, it has been implemented into company's smoking policy plan.

The action plan included:

- initiation of the project
  - introducing employees to the project objectives, all stages and benefits of participating in the project were explained.
  - analysis of work environment – the number of smokers and non-smokers was identified with a questionnaire
  - participants filled in applications to confirm that they would be interested in the project
  - company leaders were identified
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- Analysis of the carbon monoxide value in the blood accompanied by a spirometric check-up and consultation with a doctor was organized
- Support groups were launched
- Control check-up by a doctor
- Evaluation and conclusions

The main objective is to create better worker health by decreasing smoking on the premises of the company. Another important issue is to deal with any kind of animosity between smokers and non-smokers in the company.

The project is coordinated by the HR department and all stages are implemented with the cooperation of specialists (doctors, psychologists and health promoters) from the regional occupational medicine station.

The project has its own budget.

## **D.2. Strategy & implementation**

All activities in the company started with a study amongst the employees. The results were an important indicator of what issues the company has to deal with in the area of smoking policy and what are the needs of both smokers and non-smokers.

Marketing materials on the project were prepared and distributed, explaining all rules and stages of the project. An in-house paper and radio station were also used to inform about the policy and about the issue of smoking. Posters about the project were put in the smoking rooms as well.

The general policy bans smoking in the workplace. There is a special smoking room available with a proper ventilation system. All employees who wish to quit are given medical attention and consultation with a doctor and a psychologist. Often they also benefit from NRT or other drugs that help to quit smoking.

## **D.3. Evaluation & results**

Project evaluation is carried out regularly; a monitoring of activities is undertaken. This allows for adjusting the topic discussed during the workshop to the needs of participants and to introduce the organizational changes that would result in a higher participation rate.

Final evaluation is done at the end of the year to see the outcomes of the process. A study similar to the initial one is carried out and the differences between the two are analyzed. The most important success criteria is the number of employees who volunteered to participate and the number of participants who succeeded in quitting. Every month these figures are discussed during an OSH committee and company board meeting.



## Model of Good Practice

### A. General information about the company

Company/organisation:	<b>WSK „PZL-Rzeszów” S.A.</b> <a href="http://www.wskrz.com/">http://www.wskrz.com/</a>
Address:	ul. Hetmańska 120, 35-078 Rzeszów
Name of contact person:	Krzysztof Węgierek
Function of contact person:	Chief specialist for safety, hygiene and environmental protection
Telephone number:	048 604 961 590
Email:	<a href="mailto:krzysztof.wegierek@wskrz.com">krzysztof.wegierek@wskrz.com</a>
Sector:	Aeronautics
Number of employees:	4339

Age	Sex		total
	male	female	
up to 35	1558	233	1791
35 to 50	1199	228	1427
50+	929	192	1121
<b>total</b>	3686	653	4339

## B. Integration of WHP in the company policy and culture

WSK "PZL-Rzeszów" S.A. is a company where health is considered as very important. Also the safety of the employees plays a key role in the company's policy on OHS and environmental protection. The mission of the WSK Executive Board is to create an organisational culture based on occupational health and safety.

In order to take care of the health of the employees, WSK has organised a series of projects during the last few years in cooperation with Regional Occupational Medicine Station regarding health promotion. These include:

- workplace health promotion programmes on: MSD, noise, prevention of glaucoma, CVDs, prevention of various lung diseases, fitness, healthy nutrition and stress
- smoke-free workplaces policy
- additional densitometry for workers
- programme on prevention of infections while administering first aid

The cooperation with the ROMS in Rzeszów proved to be very beneficial, as the company takes advantage of knowledge and experience of the station's specialists. This resulted in a high quality of the projects introduced in the company that not only were very well welcomed by the employees and contributed to the creation of interest in the health issues among them, but also encouraged them to quit smoking, seek help of specialists and in some cases to start treatment.

WSK has its own work hygiene laboratory that allows for constant monitoring of hazardous or inconvenient factors and to react swiftly in case of any norm violations.

A series of health-oriented programmes that were introduced in the company demonstrates clearly that the health and safety of the employees is a priority.

## C. Described health topics

x	Smoking-prevention
x	Healthy eating
x	Physical activity
x	Stress

## D. Smoking prevention

### D.1. Organisation & structures

Programme “Smoke free workplace” has been introduced to the company’s Environment, Health and Safety Commission. After being accepted by the company’s Board, it was included into the policy plan on smoking at the workplace.

The activities carried out within the programme include:

- Start of the programme – all participants are introduced to the concept, stages and benefits they might get within the programme
  - work conditions are analysed in detail in order to establish the scope of smoking within the company
  - all employees are invited to participate in the activities
  - the participants are identified on the basis of voluntary declarations.
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- A meeting with a psychologist is organized (followed by consultation) and motivational workshops are carried out.
- A spirometry and analysis of carbon monoxide levels in blood is run, accompanied by a consultancy with a physician.
- Support groups are created.
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- Conclusions and evaluation.

The main goal of the programme is to limit the incidence of smoking on the premises which, in result, should be beneficial for the company, as the health status of the employees shall improve, the number of conflicts between smokers and non-smokers arising from unfair division of working time (cigarette breaks) would fall, and increased productivity (less absenteeism) would be introduced.

The programme is coordinated by the head of one of the departments and activities are realised by ROMS specialists – physicians, psychologists and health promotion specialists.

The programme has a separate budget.

## **D.2. Strategy & implementation**

Activities aimed at the programme implementation started by the organisation of a survey amongst the employees; the opinions gathered were a very important voice in the discussion on the tobacco policy planning, taking into account the needs of smokers and non-smokers.

All the objectives of the project, as well as all the stages and developments connected to it, were fully presented to all employees via leaflets, posters, articles in the in-house paper and on the company radio. The materials were distributed in the information corners, as well as in the smoking areas. This information campaign was accompanied by a series of workshops conducted by a specialist from health promotion department.

On the premises there is a total ban on smoking. A special smoking room with efficient ventilation has been prepared for those who choose to smoke. Those employees who wish to quit are offered medical care and guidance that includes analysis of carbon monoxide in the blood, spirometry, when needed, and psychological support (motivation building workshops). They also often take advantage of pharmacotherapy.

## **D.3. Evaluation & results**

Evaluation of the programme is carried out permanently throughout the whole time. Both the topics of the workshops as well as their participation rates are monitored and, when needed, changes are implemented to improve the quality of the action.

At the end of the year a general evaluation of annual results is organised. A survey on the issues tackled in the initial phase of the project implementation is carried out. This allows for comparison of changes and progress made in the area of knowledge, motivation and employees' satisfaction with the programme (pre-post test approach). Another important indicator is the number of workers who use NRT and were able to quit smoking. Evaluation results are discussed every month during an EHS committee meeting, where top management meets line managers and all centres that cooperate with the company.





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## C. Described health topics

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x	Physical activity
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## **E. Healthy eating**

### **E.1. Organisation & structures**

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The issue of healthy diet is a crucial part of various health promotion activities in WSK "PZL-Rzeszów S.A.". Therefore, the following plan of action was developed:

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The programme was developed and implemented by the Health Promotion Department and a team of physicians from the Regional Occupational Medicine Centre in Rzeszów with collaboration of a dietician and a representative of WSK "PZL-Rzeszów S.A.".

The costs of the programme were covered by the company.

## E.2. Strategy and implementation

The necessity of organisation of such a programme stems from findings of obligatory prophylactic check-ups for employees showing that a large number of employees suffer from overweight and obesity as well as diabetes, hypertension and hypercholesterolemia.

To assess employees' expectations from the programme as well as their needs in the field of healthy diet, a questionnaire-based survey was carried out. Their opinions were taken into account while preparing and implementing the programme.

Within the framework of the programme, the following interventions were planned:

- educational meetings with a dietician

Topics of this health education:

- basic information concerning healthy diet (the importance of proteins, carbohydrates, minor elements, major components and water),
- crucial principles of healthy nutrition and creation of healthy meals,
- toxins and heavy metals in food and water,
- elements and vitamins in the context of hair element analysis

- educational meetings with an occupational medicine physician

Topics of such meetings:

- the nutrition physiology
- influence of unhealthy diet on the risk of various diseases

- workshops devoted to preparation of healthy meals and their savouring

- an educational meeting with health promotion specialists

The exemplary topic of such a meeting:

- genetically modified food.
- workshops aimed at the development of a healthy menu and dietician consultations/ counselling
- stress coping workshops
- gymnastics
- dietician's consultations with people working in the company canteen (due to such counselling, the canteen offer was enriched with healthy food, whereas the company was equipped with easy access vending machines with still water).

### **E.3. Evaluation and results**

Evaluation of the programme showed a major improvement in employees' awareness concerning healthy diet and nutrition (their knowledge in this field was checked before and just after the programme's termination in a form of a quiz). Moreover, 40% of attendees declared that they would incorporate rules of healthy nutrition into their everyday lives. Employees assessed that an important element of this WHP intervention was ensuring them easy access to still water in the company area. Furthermore, according to the statistics of the company canteen, employees increasingly ask for healthy food. The programme realisation, as well as its outcomes, was discussed with managers and directors of WSK "PZL-Rzeszów S.A." during the health and safety board meeting.



## Model of Good Practice

### A. General information about the company

Company/organisation:	<b>WSK „PZL-Rzeszów” S.A.</b> <a href="http://www.wskrz.com/">http://www.wskrz.com/</a>
Address:	ul. Hetmańska 120, 35-078 Rzeszów
Name of contact person:	Krzysztof Węgierek
Function of contact person:	Chief specialist for safety, hygiene and environmental protection
Telephone number:	048 604 961 590
Email:	<a href="mailto:krzysztof.wegierek@wskrz.com">krzysztof.wegierek@wskrz.com</a>
Sector:	Aeronautics
Number of employees:	4339

Age	Sex		total
	male	female	
up to 35	1558	233	1791
35 to 50	1199	228	1427
50+	929	192	1121
<b>total</b>	<b>3686</b>	<b>653</b>	<b>4339</b>

## B. Integration of WHP in the company policy and culture

WSK "PZL-Rzeszów" S.A. is a company where health is considered as very important. Also the safety of the employees plays a key role in the company's policy on OHS and environmental protection. The mission of the WSK Executive Board is to create an organisational culture based on occupational health and safety.

In order to take care of the health of the employees, WSK has organised a series of projects during the last few years in cooperation with Regional Occupational Medicine Station regarding health promotion. These include:

- workplace health promotion programmes on: MSD, noise, prevention of glaucoma, CVDs, prevention of various lung diseases, fitness, healthy nutrition and stress
- smoke-free workplaces policy
- additional densitometry for workers
- programme on prevention of infections while administering first aid

The cooperation with the ROMS in Rzeszów proved to be very beneficial, as the company takes advantage of knowledge and experience of the station's specialists. This resulted in a high quality of the projects introduced in the company that not only were very well welcomed by the employees and contributed to the creation of interest in the health issues among them, but also encouraged them to quit smoking, seek help of specialists and in some cases to start treatment.

WSK has its own work hygiene laboratory that allows for constant monitoring of hazardous or inconvenient factors and to react swiftly in case of any norm violations.

A series of health-oriented programmes that were introduced in the company demonstrates clearly that the health and safety of the employees is a priority.

## C. Described health topics

x	Smoking-prevention
x	Healthy eating
x	Physical activity
x	Stress

## **F. Physical activity**

### **F.1. Organisation & structures**

Physical activities are yet another area of WHP activity in WSK "PZL-Rzeszów S.A.". Policy of the company on the healthy lifestyle aimed at encouraging active living includes not only the employees, but their families as well.

The need for initiatives promoting healthy lifestyles (incl. physical activities) comes, on one hand, from employees whereas, on the other hand, it is connected with a longstanding policy of the owner of the enterprise, which is Pratt and Whitney from Canada. Physical activity exercises are undertaken by employees after work hours. The only exception is the possibility of moving on bicycles on the company area. To enable such an activity, the enterprise equipped the area with bicycle parking places. Marketing of planned physical activities initiatives is accomplished via the company newspaper, internal radio broadcasting system and the Internet. Such projects are coordinated by a person from the administration department of WSK "PZL-Rzeszów S.A.". They are financed partly by the company, whereas the rest costs are covered by the employees.



## **F.2. Strategy & implementation**

The person responsible for organisation of projects in this area is an employee of the administration department.

They are popularised by football, volleyball, basketball, aerobics, swimming, tennis and ping-pong tournaments between departments that take place regularly in the company throughout the whole year. To add more, cycle tours, skiing competitions and mushroom picking walks are also organised.

Furthermore, the enterprise organises a programme entitled "Examination of exercise capacity of men aged 25-60". The need for its implementation derives from an analysis of employees' prophylactic check-up findings, showing that approximately 30% of them are treated due to various cardiovascular diseases (CVD). Each year among the next group of 2-3% of the employees, new cases of such diseases are diagnosed. The programme aims at the precise analysis of employees' exercise capacity with monitoring of their heart activity. The authors of the programme set a level of employees' exercise capacity in MET (metabolic equivalent). With the thorough analysis of data gathered on such a basis, the authors are able to assess the risk of premature death due to CVD. According to the American survey entitled "Exercise Capacity and Mortality Among Men Referred for Exercise Testing", the authors of the programme in WSK "PZL-Rzeszów S.A." assume that an increase in exercise capacity by 1 MET is connected with a 12% decrease in a risk of death due to heart diseases.

## **F.3. Evaluation and results**

The programme evaluation is undertaken on a regular basis during its implementation and is mostly aimed at the monitoring of employees' satisfaction, interest in the programme and understanding of information disseminated via radio broadcasts and in articles, as well as during check-ups assessing exercise capacity. The authors of the programme also evaluated the effects of a pilot version of the programme aimed at the improvement of exercise capacity that was carried out on the sample of 44 employees.



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x	Healthy eating
x	Physical activity
x	Stress

## G. Stress

### G.1. Organisation & structures

On the premises of PZL – Rzeszów S.A., a workplace health promotion programme on stress has been implemented, simply titled “Working without stress”. The main goal is to cope with the occurrence of stress in the work environment. The main target group is the managers.

Before launching it, the idea of the project was presented to the company board during an OSH committee meeting. The acceptance of the programme resulted in its incorporation into the company policy on workplace health.

Work plan:

Realization of the project commenced on 16th April 2008 and is due to take place in three stages:

- Information campaign in the company concerning the programme, presentation to the company board.
- Analysis of the main sources of stress in the workplace by the means of a survey
- Identification of employees interested in participation in the programme
- Division of participants into smaller groups (for education and workshop purposes), each group had its own coordinator
- Implementation of educational and organisational activities:
  - educational part consisted of a series of lectures on stress in the workplace, workshops on methods of coping with stress and preparation and publication of information in the in-house paper
  - organisational changes were aimed at elimination or limitation of existing stress factors
- Project evaluation was carried out by a health promotion specialist and a psychologist.

People responsible for implementation of this programme were employees from the company OSH department and leaders of each group. They worked with a specialist from the Regional Occupational Medicine Station. The costs were covered by the company.

## **G.2. Strategy & implementation**

On the basis of the information gathered by the company occupational medicine doctor during regular check-ups, it became clear that there is a lot of stress in the workplace that results in various stress-related diseases and symptoms. An anonymous survey was carried out among the employees to check the situation. Almost 64% of workers pointed out that work was the main source of stress for them (before the family or health problems). About 46% said that work was moderately stressing; however, more than 33% described the level of stress at work as high and 7% as very high. The factors that were pointed out as stress sources most frequently were:

- tasks that required competing with other employees
- underemployment of skills, qualification, etc.
- being responsible for other workers' lives and well being
- conflicts with other workers
- availability around the clock
- making decisions that cause internal conflicts
- financial responsibility
- tight deadlines when performance is difficult.

Yet another important stress factor is work overload; more than 80% of workers work over 8 hours per day.

To strengthen the individual potential of employees in the area of stress coping, workshops are organised where participants learn what methods are best for them to deal with the issue. Organisational changes in the company are also introduced to limit the sources of stress.

## **G.3. Evaluation & results**

The programme was implemented in the company in April 2008. 48 managers have taken part in it since then. Every participant evaluates the programme after completing it. The results show an increase in the knowledge about stress and in the skills to cope with it. For  $\frac{3}{4}$  of all participants, taking part in the programme was also an inspiration to look further for other ways of dealing with stress on their own.

All the results were presented to the company board.