

Occupational health and safety as well as health promotion have been part of the corporate philosophy at Naoussa Spinning Mills since 1986. This embraces both social and economic objectives. At all five locations, a health management system ensures that health aspects are taken into account in workplace design, work organisation, technology etc. Moreover, the principles of total quality management apply.

#### **Monotonous work is out**

The company's health and safety committee regulates occupational health and safety as related to the various work tasks. Works managers, the works council and representatives of the company's occupational health and safety department belong to this body.

At NAOUSSA, the WHP activities are planned on the basis of absenteeism and accident data analysis, supplemented by risk assessments, results of medical check-ups and aftercare as well as staff surveys.

In co-operation with the university of Thessaloniki, a new shift work system has been developed with the aim of promoting better compatibility between working life and family life. For example, when both spouses are employed by the company, their respective work shifts are synchronised in accordance with their family life requirements and/or preferences. Work time models aimed at the complete elimination of night work are also under evaluation.

Employees' qualifications and skills are systematically compared with the work assignment requirements. NAOUSSA intends to create highly

diversified occupational activities aiming at the elimination of monotonous work assignments.

While lifting aids do reduce the need to handle heavy loads, it is important for employees to acquire a basic knowledge of ergonomics and to learn how to lift and carry properly.

The company has its own medical facilities and social consultant. After a prolonged illness an employee is gradually rehabilitated under medical supervision.

At each one of the company's industrial locations, canteen and break room facilities are available.

#### **Total commitment pays off**

From a level of 5% in 1988, the absenteeism rate was down to 3% for 1998. Over 55% of the employees' suggestions for improvement were implemented, namely, air changes every hour as well as noise and dust pollution reduction. The employees do behave in a more health-conscious manner. At NAOUSSA, a cost/benefit analysis has shown that the actions undertaken have "paid off".



Branch:

Textile industry

No. of employees:

692

Products/Services:

Cotton and blended yarns

Locations:

Five different plants in Greece

Miscellaneous:

Largest private employer in northern Greece, the country's most important cotton and blended yarn producer