



The Pelargos factory is based in Southern Greece and is a subsidiary of a larger company, ELAIS S.A. It produces canned tomatoes and other tomato products and employs 42 full time workers.

Pelargos was founded in 1926 and is both economically successful and considered by the local community to be a valuable asset. It holds the ISO 9002 certificate and is currently working towards obtaining the International Safety Rating System (ISRS).

work schedules if they have personal problems. Management is also flexible towards working parents. Employees are happy with this system and have voiced no complaints.

Statutory health and safety regulations

Pelargos conforms to Greek OHS legislation. The company employs an on site safety engineer, but all employees are familiar with the fire drill, operating the fire extinguishing system and have received first aid training. An occupational doctor visits the factory every week. The factory is inspected regularly by the regional health and safety inspectorate and everything has been found to be in good order. Production units in Pelargos are ergonomically designed for maximum comfort and are heated during the winter months. All equipment is tested regularly. Staff can relax in the works canteen during their lunch breaks; facilities for storing personal belongings and an area for changing into work clothes are also offered. All other statutory requirements are met in order to ensure the safety and well-being of employees. For example:

Employee participation

Occupational health and safety and workplace health promotion fits into the Total Quality Management ethos. Employees participate in the decision making process and look at ways in which their working conditions and health and safety can be improved. All decisions are made following consultation between employee representatives and management. Employees can also comment on health and safety measures and make suggestions by filling in a form called "Opportunities for Improvement". All decisions are made following consultation between employee representatives and management.

Employee friendly work patterns

Staff work three shifts at the Pelargos factory, including a night shift. However, employees can alter their



- n Smoking is banned in the factory areas.
- n Fire extinguishers are sited throughout the factory and offices.
- n There are emergency exits in all working areas and offices.
- n Production units are spacious, well lit and properly ventilated.
- n Production units are cleaned regularly and undergo professional fumigation which takes place on a regular basis and is monitored by the safety technicians.
- n Production is mechanised and semi-automated so that employees only come into contact with the product when absolutely necessary.

Taking responsibility for OHS

Pelargos has a written policy on Health, Safety and the Environment. Responsibility for OHS is shared between employees, company management, occupational health and safety officers, safety engineers and the occupational doctor. Good communication between these parties has resulted in improved safety and enhanced employee satisfaction. Employees take an active role in health and safety issues and there is an encouraging level of attendance at seminars and health and safety committee meetings. Employees are given the opportunity to suggest improvements and have made a valuable contribution.

Workplace Health Promotion

Workplace health promotion is dealt with jointly by the company's senior health and safety officers and the occupational doctor. Employees undergo pre-employment medical examinations and follow-ups. Based on these examinations and on employee suggestions, workplace health promotion activities have been organised.

The WHP programmes carried out at Pelargos have been well received by staff. These include:

- n First aid training
- n Seminars on earthquake procedure
- n Seminars on correct use of fire extinguishers and safety procedures in the event of a fire
- n Training seminars on lifting techniques
- n Personal hygiene
- n Information on working on a personal computer, avoiding eye strain etc.
- n Seminars on dealing with stress
- n Oral health promotion programmes.

Welfare related activities

Pelargos provides private medical insurance for all employees and their families (which also covers dental costs) as well as paying the compulsory employer's contribution to the National Insurance Fund (IKA). Company policy supports the

reintegration of long-term sick employees into the workplace (although such cases are rare). The company has a positive attitude towards employing disabled people and has employed disabled staff in the past.

Pelargos co-operates with local authorities on environmental issues such as dealing with industrial waste.

Positive Results

Employee satisfaction has risen steadily following the implementation of health and safety measures. Occupational accidents are rare and the company has experienced no serious or fatal accidents in recent years. Absenteeism due to occupational sickness is minimal and a low staff turnover reflects employee satisfaction.

Occupational health and safety officers are already working towards the design and implementation of further workplace health promotion programmes such as screening for breast and cervical cancer and seminars on heart disease and diabetes. Future plans include the building of an athletic centre for use by Pelargos employees.