



Drošas domāšanas kultūra

Stora Enso Packaging

Daiga Zelča, personāla vadītāja Baltijas valstīs
BU Packaging Products
2011. gada 15. decembris

July 5, 2017



Es pati esmu atbildīga par darba drošību!

Stāsts PAR to:

- Kas ir Stora Enso?
- Kas ir Stora Enso Packaging?
- Kā sākām domāt par «Drošu domāšanu», darbinieku līdzatbildību un iesaistīšanu.
- Kāda ir mūsu prakse. Izaicinājumi! Pārsteigumi!
- Kas tālāk.....!



Stora Enso un «Rethink!»



Build an employer brand that becomes a manifesto of **RETHINK** targeted existing and new employees.

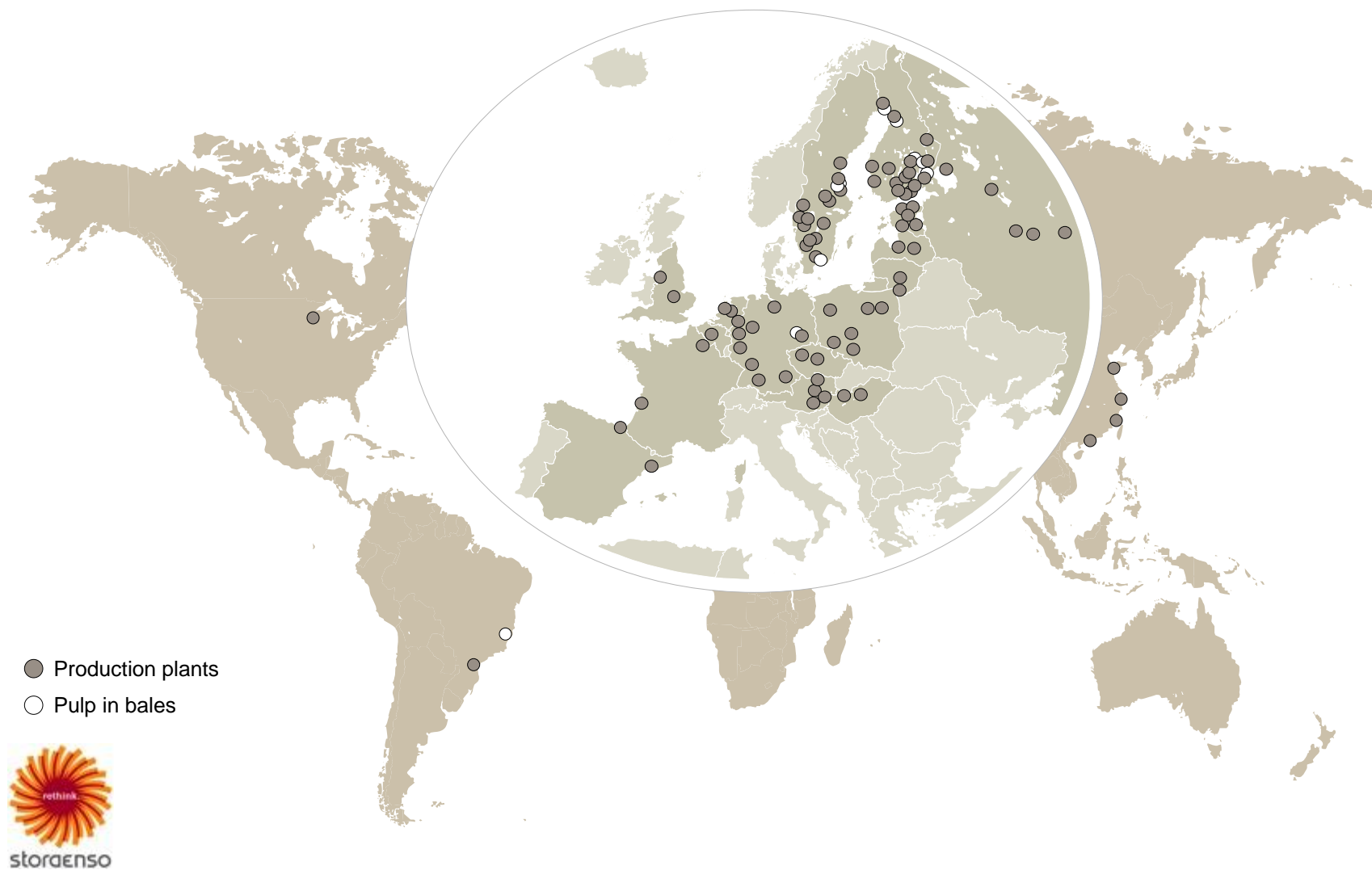
Stora Enso in brief

Stora Enso is the global rethinker of the packaging, paper and wood products industry. We always rethink the old and expand to the new to offer our customers innovative solutions based on renewable materials.

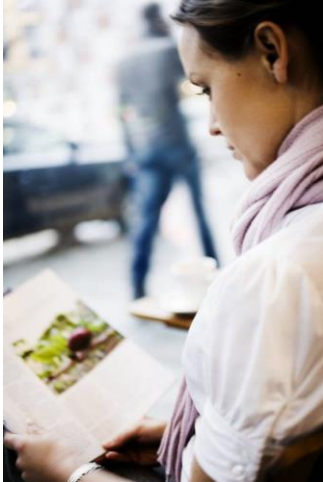
- Approximately 26 000 employees in more than 35 countries worldwide
- Sales 2010 EUR 10.3 billion
- Operating profit 2010 EUR 754.1 million
- Shares listed on Helsinki and Stockholm stock exchanges



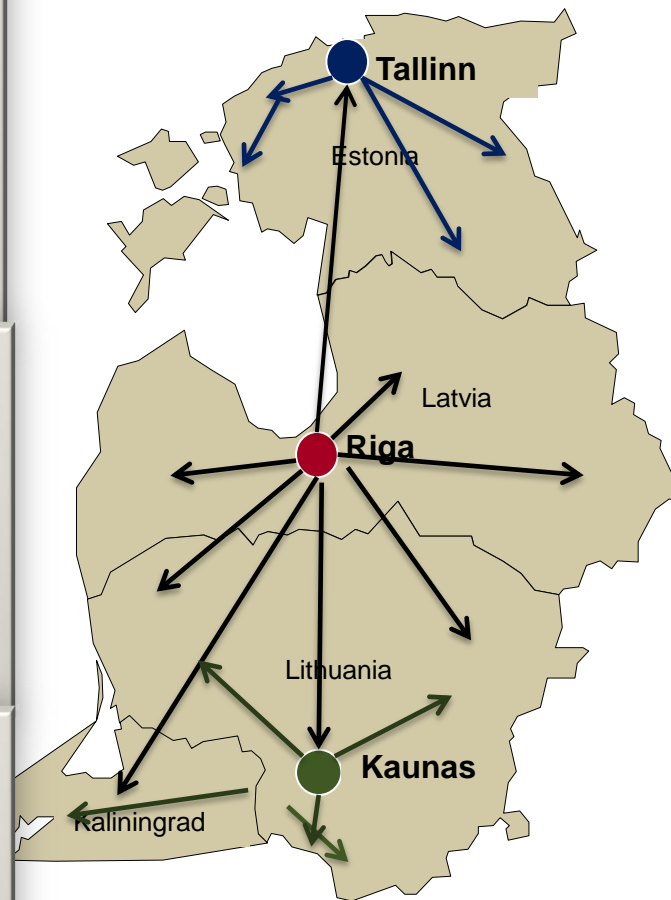
Ražošanas uzņēmumi



Produkti



Stora Enso Packaging Baltijas valstīs -ražojam gofrētā kartona loksnes un kastes





Drošība vispirms!

2009 gads - Ētikas kodekss

STORAENSO

Gādāriet, lai jūsu darbavieta ir
droša, veselīga un taisnīga



Uzņēmuma darba rezultāti ir labāki, ja d
vesels. Stora Enso apsola visiem saviem da
taisnīgu darbavieta. Tas atbilst starptautisi
darba tiesībām, ko mēs ievērojam. Jui
apgūšanai un jārūpējas par to ievērošanu si

STORAENSO

Ievērojiet
iekšējās kārtības noteikumus



Stora Enso ir savi noteikumi un politikas, kas aizsargā uzņēmuma
darbiniekus, ieinteresētās puses un uzņēmumu kopumā. Tie arī
nodrošina netraucētu organizācijas darbību. Jums kā darbiniekam
jāievēro šie iekšējās kārtības noteikumi. Nedrīkst pārkāpt noteikumus,
neievērot iedibinātos standartus un prakses vai rīkoties nepiedienīgi vai
neētiski. Ja paturēsiet to prātā, tas nāks par labu mums visiem un
palīdzēs uzturēt mūsu uzņēmumu drošu, pozitīvu un efektīvu.

- «Komandas veidošanas» pasākums
- 100% visiem darbiniekiem
- pasākuma laikā, vienkāršā veidā stāstījām un «eksaminējām» par uzņēmuma Ētikas kodeksu:
 - Ievērojiet iekšējās kārtības noteikumus.
 - Gādāriet, lai jūsu darbavieta ir droša, veselīga un taisnīga.
 - Rūpējieties par uzņēmuma vērtībām.
 - Droši glabāriet konfidenciālu informāciju.
 - Uc.
- Ētikas kodeksa noteikumu pieejamība!



2011 gads – RETHINK!

Dear Stora Enso colleagues,

Have you personally ever had an accident at the workplace that left you injured? Or, have you had that happen to a colleague of yours?

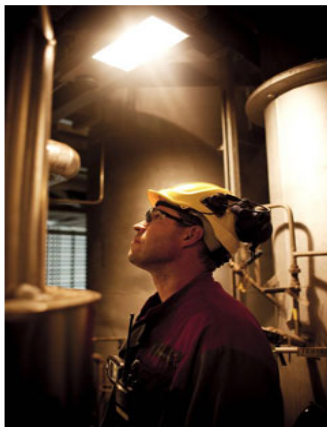
Whether you have or not, you and I both know the amount of pain and suffering it causes to a human being, his family, and also his peers. And still these incidents happen daily in our units. It's time we change this for good.

The only acceptable target for safety is zero accidents. We do not plan or budget for injuries to happen to our people, or to contractors working on our premises. To get to this only acceptable target, however, we need a mid-term challenge, and hence we, the Group Executive Team, have set some demanding milestones for the company and individual Business Areas to be reached by the end of 2013. Our objective is to cut majority, not just percents, of our issues away in the next 30 months.

Specifically our lost-time accident rate (LTA, number of accidents that cause lost work-time per million working hours) will be under 5 (13.2 in 2010). In addition, our total recordable incident rate (TRI, number of incidents that require medical attention per million working hours) will be under 15 (41.2 in 2010). Each Business Area will set individual milestones and action plans for its units that drive performance towards these milestones.

We will provide guidance, competence, training and coaching to get this done. As a special envoy of the CEO, Arapoti's mill manager Lucinei Damalio, with an absolutely brilliant safety record at his mill, has promised to devote part of his time to work as a Group safety ambassador, sharing his knowledge and experience by working hands-on with our mills.

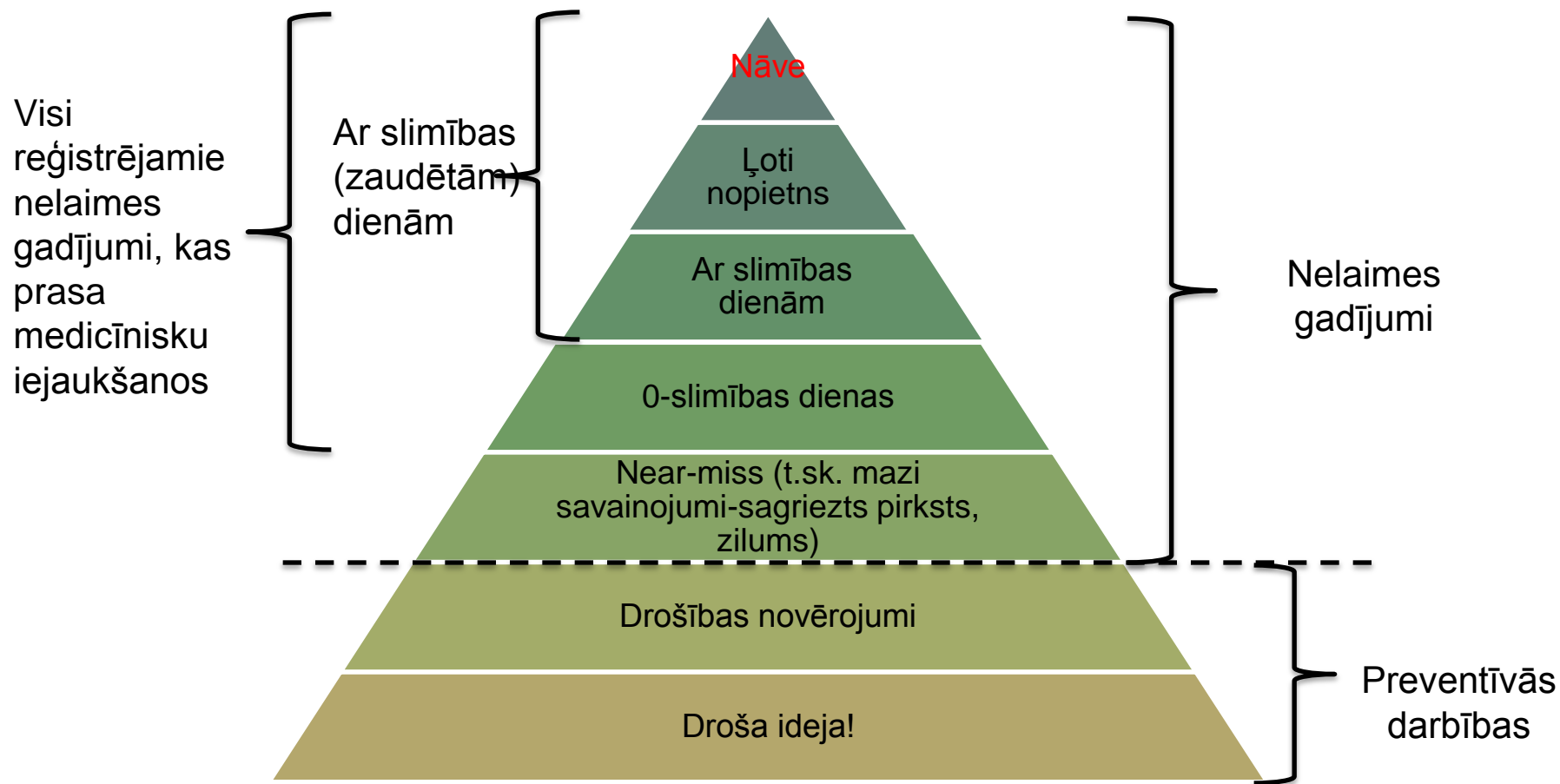
I am not the one, as usual, to teach you this. However here is some food for thought for you work place. Discussing safety is essential for keeping safety in our mind at all times, why not have short safety discussions every day, yes day not week or month. And ask every person, including ourselves to report 5 safety observations every year - just 5 per year. To facilitate cross-learning and transparency all accidents and serious near-misses will be reported individually in the organisation up to the BA level - and the information will also be



- Stora Enso Viceprezidenta Jouko Karvinene **vēstule visiem darbiniekiem** par:
 - drošības mērķiem (O- nelaimes gadījumi; 97% apmeklētība, Drošības novērojumi),
 - kāpēc ir svarīga droša darba vieta / vide ?
 - kāpēc ir svarīga katra darbinieka dalība šajā procesā?

VIENKĀRŠI UN SAPROTAMI
arī latviešu valodā!

Nelaiemes gadījumu hierarhija StoraEnso



Nelaiemes gadījumu izskatīšanas process

1st December, 2011, Stora Enso Packaging, Riga Mill LTA - a head injury from falling metal rod in waste handling room

- During the work in waste handling machine where recognized waste jams. Operator Janis Tomsons cleaned waste jams with metal rod. After the cleaning he put metal rod on the waste handling machine. When waste handling machine start running, metal rod felled down (by machine vibration) and injured operators head.
- Short description of root causes:
 - There are no safe place where to place any instrument, including metal rod.
- Short description of corrective actions:
 - To produce new, safer in use metal rod;
 - To create permanent place for placing instruments, including metal rod;
 - Instruction that waste handling machine cleaning with metal rod can be done only by mechanists (ABB);
 - All production employees where introduced with accident (5th Dec, 2011) and asked to make safety observations on their working places to prevent new accident.



Accident Card December 14, 2011



- Par katru nelaimes gadījumu ziņojam ne tikai VDI, bet arī vadītājiem (pēc «vectēva» principa) un atbildīgajām personām Baltijā;
- Lai novērstu potenciālu, līdzīgu risku, informējam darbiniekus par nelaimes gadījuma:
 - iemesliem;
 - riskiem;
 - veiktajām korektīvajām darbībām.
- Pēc tam darbinieki veic savas darba vietas «auditu», lai novērstu potenciālos riskus;
- Tāds pats process tiek veikts arī Lietuvas un Igaunijas uzņēmumos

Pieredzes apmaiņa par visiem nelaimes gadījumiem Stora Enso

- Share point

Health and Safety

Welcome Zeila,

This Site: Health and Safety

My Site My Links Site Action

Principles and guidelines Training and best practices Accidents and near-misses Suomi - Finland Deutschland - Germany Support

Health and Safety > Pages > accidents and near-misses
For storage, search and use of guidelines, best practice descriptions and incident descriptions on occupational health and safety

Accidents and near-misses

When	Accident type	Short description	Who	Business area	Report unit	Unit / location	Contact	Name	Location of incident	Activity before incident	Type of injury	Part of body
12.12.2011	Accident with no lost-time	Operator hit her leg to the sharp edge of conveyors bar causing a wound	Own employee	Wood Supply		Uimaharju Sawmill	Pesonen, Olli	Uimaharju sawmill, 09122011 Compo 1 new	Production area	50 Carrying by hand	50 Contact with sharp, pointed or rough material	60 Lower extremities
2.12.2011	Accident with lost-time	A red-hot piece of steel dropped on his safety shoe and burned through it. It caused a burn to his foot.	Own employee	Wood Products		Varkaus Sawmill	Jaakko Huovinen	20111202 WP Varkaus Sawmill, burn in blade maintenance	Production area	20 Working with hand-held tools	13 Contact with flame or heat	60 Lower extremities
1.12.2011	Accident with lost-time	hit by a piece of concrete	Contractor	Packaging		Skoghall Mill	Friedek, Jan	Skoghall 01-12-2011, hit by falling concrete piece	Mill yard	20 Working with hand-held tools	50 Contact with sharp, pointed or rough material	10 Head; 30
1.12.2011	Accident with lost-time	Metal rod fell down (by machine vibration) and injured operators head.	Own employee	Packaging		Riga Mill	Zelca, Dāvis	1 Dec 2011 SEPack Riga Mill, a head injury	Production area	20 Working with hand-held tools	40 Contact with sharp, pointed or rough material	10 Head
29.11.2011	Accident with lost-time	solvent went to eye during spraying the heads for cleaning causing irritation to eye	Own employee	Packaging		Imatra Mill	Vesanto Kalle	Imatra 29.11.2011, solvent to eye	Production area	20 Working with hand-held tools	15-17, Contact with hazardous substances	13 Eyes
28.11.2011	Accident with no lost-time	The worker fell down with his bike and he hurt his left knee.	Own employee	Wood Products		Varkaus Sawmill	Jaakko Huovinen	20111128 WP Varkaus Sawmill incident version a 20111129	Road / during transport	60 Movement	14 Contact with cold or frozen objects or environment	60 Lower extremities
25.11.2011	Accident with lost-time	Fire supervisor hurt his ankle when he slipped	Own employee	Packaging		Imatra Mill	Oksanen Juha	Imatra Mill, 25.11.2011, Hurt ankle	Mill yard	20 Working with hand-held tools	50 Contact with sharp, pointed or rough material	60 Lower extremities
24.11.2011	Accident with lost-time	When moving the truck boom backwards the loose reel on the top of the pile dropped to the	Own employee	Packaging		Imatra Mill	Halkas Kristina	Board warehouse Loading reels	Warehouse	30 Driving / being on-board of transport	50 Contact with sharp, pointed or rough material	10 Head



Mūsu preventīvās darbības un darbinieku iesaiste

- Katram darbiniekam ir iespēja reģistrēt kādu no preventīvajām darbībām iekšējā «Klientu sūdzību un ierosinājumu reģistrā»;
- Katram drošības novērojumam, Drošības idejai un Near- Miss ir izskaidrojums un piemērs (izlieta eļļa);
- Balva aktīvākajiem:
 - iespēja piedalīties Baltijas valstu ražošanas uzņēmumu drošības auditos;
 - iespēja piedalīties Stora Enso māsas uzņēmumu drošības auditos;



**GARŠ PROCESS!
DAUDZ IZAICINĀJUMU!**



Kas tālāk?

- 5 drošības novērojumi no katra darbinieka 2012 gadā;
- Drošības auditi starp *Packaging divīzijas* uzņēmumiem (direktori, atbildīgie par OHS)
- Drošas domāšanas kultūras ieviešana pēc kaskādes principa;
- **Darbinieku iesaiste (atraktīvā veidā)!!!!**
- **Speciālistu piesaiste**
- Veselīgs dzīvesveids (ergovelosipēds, slimību izpēte (kurš?, kāpēc? Cik bieži?, ko varam darīt?)
- Labās prakses apkopošana Baltijā



1. Breaking the myth of the holy cow

Challenge

Paper machines are often built to produce one type of paper – copy paper, magazine paper, newsprint paper or something else. At our Uettersen mill we have two machines; one of them produces thin label paper and the other one produces thick multicoated printing paper, the kind that could be used for brochures calendars with lots of pictures.

Now the mill is in a challenging situation. Very good label paper demand is causing long delivery times, which in turn often means an unhappy customer who is waiting for a delivery. At the same time the multicoated printing paper machine is standing still due to empty order books.

Opportunity

One day Nils-Christian Arneberg and Carsten Witt (production managers of both machines) were discussing the problem and asked themselves: "Would it be possible to produce label paper on both machines?" This sounds like an obvious question but it really breaks the myth of the holy cow – this is not what the machine was built for.

Together they took the whole process apart and analyzed piece by piece what the problems are about. At the end they found out that it is possible to produce label paper and speciality papers on both machines and the required changes are not even so big.

These two young guys with the team spirit of all their college managed to break the myth and even more importantly, they managed to keep our customers happy and the mill profitable.



Drošu Jums katru darba dienu!

Paldies!

Jūsu jautājumi!

You are the opportunity



storaenso