Integrating Occupational Health & Wellness at Work Place

Reliance



Group Medical Advisor Reliance Industries Ltd., India

Reliance Industries (RIL)

The Reliance Group, founded by Shri Dhirubhai H. Ambani (1932-2002), is **India's largest private** sector enterprise, with businesses in the energy and materials value chain. Reliance enjoys global leadership in its businesses, being the largest polyester yarn and fibre producer in the world and among the top five to ten producers in the world in major petrochemical products.

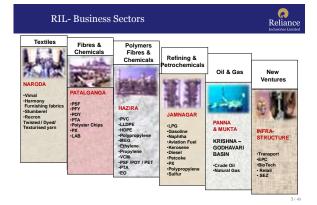
The flagship company, Reliance Industries Limited, is a Fortune Global 500 company being ranked at 264th position.

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14 Gas Offers



Vision

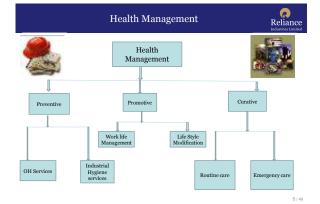
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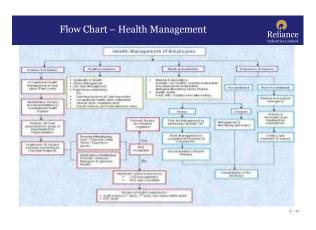
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To make Reliance the world's most healthy company, protecting, promoting, enhancing employee health & wellbeing; providing outstanding health services and operating an exemplary HSE management system in all sites, services & offices of the enterprise, improving productivity and reducing health care costs; and with our results, inspiring our customers & partners.

Mukesh D. Ambani





OH Services - Current Status

Established Occupational Health Services

- Occupational Health Centers at all RIL locations
- High Occupational Health Awareness (Program CASHe)
- Extensive Health Promotional Activities
- Industrial Hygiene Services
- Occupational Health Physicians & Qualified Doctors at sites & Corporate offices
- Recently launched Mission "RelFit"
- Peer Recognition & Brand Image in OH



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CASHe – Reliance Industries Limited



The project CASHe-(Change Agents for Safety, Health and Environment) was introduced by the Reliance management in year 2003 to inculcate the best Occupational health work practices. Following goals were identified for the CASHe Project.

- 1. Creating awareness on Health, Safety & Environment
- 2. Reduction of Occupational Health Hazards in the work environment.
- 3. Prevention of Life style diseases





Need for Wellness Initiative	Reliance	Health Threats - I	Reliance
		Unhealthy Life Style Unhealthy Diet & Nutrition Lack of Physical Activity Stress No Work Life Balance	
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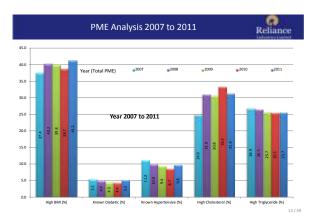


- Heart Diseases
- Smoking





Lower resp infection Diamhoeal diseases		heart disease or depression
Perinstal		ic accidents
and a statement		
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sch heart disease	5 COP	0
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Maasies	8 - 6 Wat	
Fraffic accidents	9 - Dian	rhoeal diseases
Cong anomalies	10 10 HIV	
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COPD	12 12 Wole	ince
Fills	13 +13 Con	g anomalies
Fe-def amaemia	1414 Self-	inflicted injuries
Prot-energy matnut	10 15 Bion	ichial and lung CA
Year 1990	· · · · · ·	ar 2025 12/49



Reliance PME Analysis 2011 - Age wise Year 2011 Age Group (Yrs) <30 30-39 40-49 50 & above</p> 8.0 6.0

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Medical Surveillance

- Proactive approach
- · Statutory checkup in hazardous area
- Industrial Hygiene Services - Personal . Monitoring & Environmental Monitoring
- CASHe & OHS Sub Committee
- Six Sigma
- Health Audits
- Training Modules

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20.0

18.0

16.0

14.0

12.0

10.0

4.0

2.0

0.0

(igh BMI (%)

Key Focus

- Annual Medical Check up at all sites
- 100% PME compliance at sites .

0 0.2

- Contractors' health check up
- Post check up Counseling by RIL doctors
- Monitoring of high risk cases
- Family Counseling

Innovative Wellness Strategies

Work Life management

- · To focus on the emotional and mental heath of employees Work Life Management project was initiated with a step wise approach & planning.
- · Project discussion & submission with higher management.



Work Life management

Methodology Adopted

- At all RIL sites Leaders has undergone with five days extensive training & orientation program on Work Life Management by Very Senior Wellness Expert .
- Leaders started imparting training & sensitizing to a group of 30 to 40 employees, who are the change agents and missionaries for further propagation of mental health development to other employees & extending it to down-level.

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Work Life management

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Change agents/Missionaries - Qualities

- Care of people (Emotional, Physical & Social balance)
- Approachable at all level of organization
- Counseling Skills Effective counseling for long lasting impact of Spirituality
- Compassion attitude



Work Life management

Supporting factors for Effective Implementation

- Change Agents' across sites
- Participation of line management
- Training in Counseling by Senior Wellness expert
- Doctors as active facilitators
- Support from Mental Health Professionals



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Work Life management

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• Effective follow up and monitoring with monthly meeting is going on for this peer group of change agents, leaders and missionaries at all RIL sites for more participation of employees with a aim to focus on the emotional health

Life Style Management - Strategies

- Continuous health Awareness by training program at plant level.
- Display of calorie value of food/Health Diet in food court of plants
- Fitness incentives To Employees.
- Six Sigma approach to Non Communicable Disease control & monitoring.



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Life Style Management - Strategies

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- Yoga Sessions by yoga gurus, Laughing Exercise.
- Stress Analysis of employees
- Awareness drives among School Children by Drawing Competition, Essay Competition, Quiz, Elocution Competition etc.
- Health Camps Anemia detection camp, Vaccination Camps, Diabetes Camp, Bone Density Camp etc.

Health Awareness	Reliance Industries Limite
Health Awareness is a key to Wellness	

 We have adopted various other innovative strategies to improve Health Awareness among employees & family members like Vitality Fair, Health Tips, Health Bulletin/Brochures, Guest Lectures, Health Movies, structured monthly programs, Skit by doctors, Personal Counseling, Walk for Fitness etc.



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Structured Monthly Health Awareness Program

		Industries I
MONTH	THEME / TOPICS	
January	Immunization & Travel Medicines	
February	Ergonomics / Computer hazard awareness & prevention	
March	Anemia & Blood Disorders	
April	Lifestyle & Fitness	
May	De addiction	
June	Noise awareness & Hearing conservation	
July	Blood Donation / OH Week Celebration	
August	Cancer Prevention	
September	Heart Health/ Nutrition (World Heart Day)	
October	Chemical Awareness & Indoor Air Quality	
November	Stress Management & Diabetes Prevention	
December	Blood Donation Camp & HIV / AIDS Awareness	





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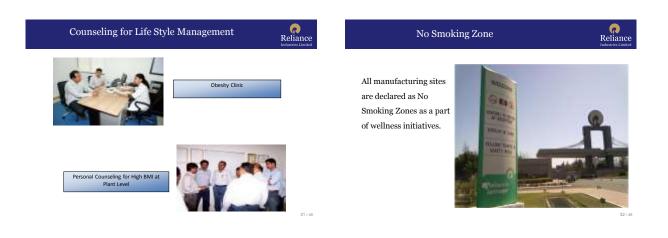


Health Awareness Skit by Doctors Energy Control Image: Control of the state of th

Doctors in action

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Reliance	istantian reduction in Drift dopity	Rel

Every year BMI status of each plant is followed & trophy is awarded to the plant with maximum reduction in BMI.



Maximum BMI reduction Trophy

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Healthy employee awards

Primary / Prevention

Secondary / Improvement

Innovative Wellness Strategies





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- Reliance Health Index Based on BMI, Blood Pressure, Hypertension, Lipid Profile (Esp. Cholesterol & Triglyceride)& Regular Exercise
- Stress Index –Stress Analysis Form is filled by employees during PME or separately & analysis is done by M&OH department
- · High Alerts

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			Kidney disease	2				Cancer		with active treatment	10	4		
			DM	2				Cancer		without active treatment	8	L		
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			>=10 - < 12	1	1					FBS >200 or PPBS >250	8	1		
~	Smoking		Current	6	6			Known	case		2			
	-		Ex-Smoker	2	0					< = 130	0	F		
6	Alcohol regula	rly	Yes	3	3			Systolic		130 to 160	1	1 :		
			> 150 to 250	1						> 160	2	1		
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Wellness at Workplace...

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•It is the Right thing to do - Ensuring Employee's Health at Workplace

•It is a **Smart** thing to do - companies that promote and protect workers' health are among the most successful and competitive, and also enjoy better rates of employee retention.

•It is a Legal thing to do - protection of workers from workplace hazards that could cause injury or illness



Reliance Wellness at Workplace Wellness at Workplace add value... .__to our workplace,to our business, ...to our life!

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When it comes to eating right and exercising, there is no "I'll start tomorrow." Tomorrow is disease. ~Terri Guillemets

Thanking You.....

Dr.R.Rajesh r.rajesh@ril.com

Health Care with Human Touch