

Integrating Occupational Health & Wellness at Work Place

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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.

Gaining momentum to achieve the next phase of significant growth

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RIL- Business Sectors

Textiles	Fibres & Chemicals	Polymers Fibres & Chemicals	Refining & Petrochemicals	Oil & Gas	New Ventures
<p>NARODA</p> <ul style="list-style-type: none"> -Vimal -Harmony -Furnishing fabrics -Slumberel -Recron -Twisted / Dyed/ Texturised yarn 	<p>PATALGANGA</p> <ul style="list-style-type: none"> -PSF -PFY -PTA -Polyester Chips -PX -LAB 	<p>HAZIRA</p> <ul style="list-style-type: none"> -PVC -LLDPE -HDPE -Polypropylene -MEG -Ethylene -Propylene -VCM -PSF /POY / PET -PTA -EO 	<p>JAMNAGAR</p> <ul style="list-style-type: none"> -LPG -Gasoline -Naphtha -Aviation Fuel -Kerosene -Diesel -Petcoke -PX -Polypropylene -Sulfur 	<p>PANNA & MUKTA KRISHNA – GODHAVARI BASIN</p> <ul style="list-style-type: none"> -Crude Oil -Natural Gas 	<p>INFRA-STRUCTURE</p> <ul style="list-style-type: none"> -Transport -EPC -BioTech -Retail -SEZ

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Vision

“ 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

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Health Management

Health Management

- Preventive
 - OH Services
 - Industrial Hygiene services
- Promotive
 - Work life Management
 - Life Style Modification
- Curative
 - Routine care
 - Emergency care

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Flow Chart – Health Management

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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



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Need for Wellness Initiative



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Health Threats - I



Unhealthy Life Style

- Unhealthy Diet & Nutrition
- Lack of Physical Activity
- Stress
- No Work Life Balance



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Health Threats - II



Increasing Prevalence of Health Risk Factors like,

- Overweight
- Pre – Diabetes & Diabetes
- Hypertension
- Heart Diseases
- Smoking

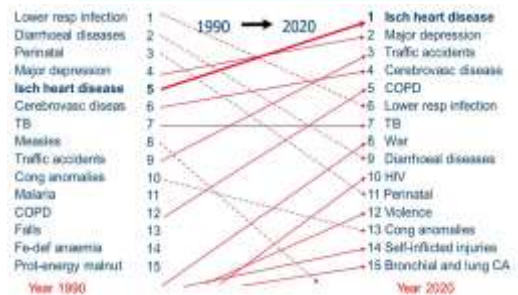


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Mortality Scenario ... Top Killers

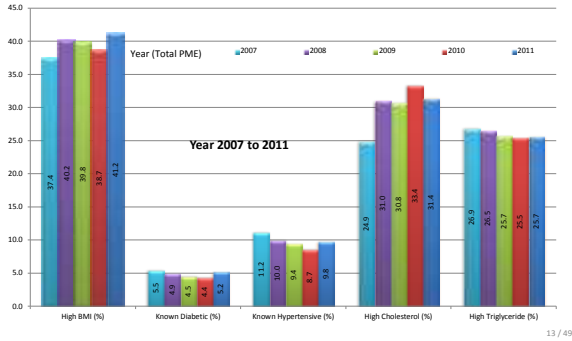


World Rank Order of Disease Burden



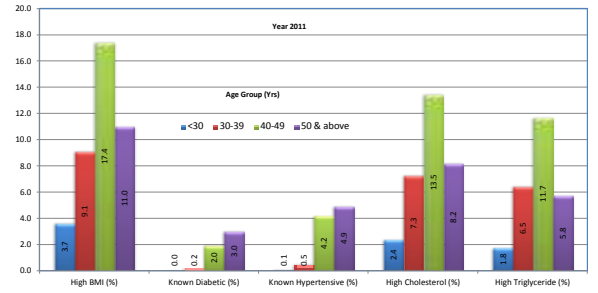
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PME Analysis 2007 to 2011



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PME Analysis 2011 - Age wise



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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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Key Focus



- Annual Medical Check up at all sites
- 100% PME compliance at sites
- Contractors' health check up
- Post check up Counseling by RIL doctors
- Monitoring of high risk cases
- Family Counseling

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Innovative Wellness Strategies



Work Life management

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



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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



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



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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



- 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



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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



- 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.

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Health Awareness



- 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



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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Vitality Fair



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Animation Film & Health Bulletin



Animation Film Release by Executive Director



Health Bulletin Release by Executive Director

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Guest Lectures



Guest Lectures



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Health Awareness Skit by Doctors



Doctors in action

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Walk for Fitness & Laughing Exercise



Laughing Exercise

Walk For Fitness Drive

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Counseling for Life Style Management



Obesity Clinic

Personal Counseling for High BMI at Plant Level



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No Smoking Zone



All manufacturing sites are declared as No Smoking Zones as a part of wellness initiatives.



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Awareness among School Children



Essay Competition on Health Topic



Elocution Competitions on Health Topics

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Fitness Incentives



- This incentive is given to maintain their fitness levels.
- Half yearly their Fitness is checked & incentive amount is reviewed as per fitness status.



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Innovative Wellness Strategies



Healthy employee awards

- Primary / Prevention
- Secondary / Improvement



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Maximum reduction in BMI trophy



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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Wellness at Workplace...



- 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

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Wellness at Workplace



**Prevention Is Not
Only Better ...**



**But Also Cheaper
Than Cure**

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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.....

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Health Care with Human Touch