



**DARS**

**EXAMPLE OF GOOD PRACTICE IN SLOVENIA:  
DARS d.d., Motorway Company in the Republic of Slovenia**

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Zagreb**

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## About DARS d.d.



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### Mains tasks:

- Operation and maintenance of motorways in Slovenia
- Monitoring and traffic management
- Toll collection
- Organisation and construction of new motorways

### Network of motorways and expressways includes:

- 606 km of motorways and expressways
- 162 km of access to motorway and expressway and
- 27 km rest areas

### Geographical dispersion of organisational units

- 9 motorways bases and 6 branches
- 27 toll stations



## + Employees in 2014

- Employees (total): 1,244
- Disabled : 46
  - 96% in operation
  - 4% in administration
- Gender structure: 25% women, 75% men
- Average age: 43 years

### Educational structure

- IV level – 50%
- V level – 30%
- VI level – 8%
- VII level or higher – 12%



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## + Workload and risks as regards motorway maintenance services

- Mechanical damage - shocks, falls, cuts, punctures, impact of vehicles
- Dynamic workload - lifting and handling, walking, frequent bending
- Static weight load - state of the place, awkward neck and lumbar spine posture
- Mental strain - working with users, presence of road accidents, night work
- Weather conditions - heat, cold, humidity
- Noise, harmful noise above 80 dBA
- Vibration - working with vibrating machinery and tools
- Chemical and biological hazards - colours, birds of prey insects, infection, allergens, irritant agents



**+ The most common damage to the health of DARS employees according to the occupational medicine physicians**

- **Endocrine, nutritional and metabolic diseases and disorders - diabetes, high cholesterol, obesity**
- **Ear diseases and mastoid process - deafness**
- **Circulatory diseases - high blood pressure**
- **Eye diseases and ocular adnexa - age sightedness, myopia**
- **Musculoskeletal and connective tissue disorders - pain in the neck, back, joints**



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## + Chronic disease and disability

**50% of DARS employees suffer from the chronic form of the disease.**

<b>Onset of disability</b>	<b>Workers in administrati on</b>	<b>Workers in operation</b>
<b>Average total number of years of service when disability develops</b>	<b>30 years</b>	<b>22 years</b>
<b>Average age when the disability develops</b>	<b>52 years</b>	<b>43 years</b>
<b>Number of disabled per 100 employees</b>	<b>1</b>	<b>4</b>

**Due to limitations in health status, annually there are 10 transfers of workers to other occupations.**

## + Barriers to employment of workers with chronic illness and disability

### ■ Lack of suitable jobs

- 80% of employment in DARS d.d. experience a wider range of workload (work on the road irrespective of traffic)

### ■ Lower education level of workers

- 50% of employees have IV education levels - operational workers subject to the maximum volume change of work capacity

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## "Healthy, Safer, Better" Project

Launched: November 2009



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### Target group :

- workers in operation in the field of maintenance of motorways and toll collection;

### Main objective:

- to reduce the scope of employees with altered working ability;
- to improve the well-being and health of employees





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## Project activities and strategies



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- **Direct presence of professional human resource associates once per month at 9 geographically dispersed work locations in Slovenia, thus providing to staff a support for ongoing problem-solving in the performance of work;**
- **Active cooperation with occupational medicine physicians and other professionals in finding appropriate solutions for workers with altered working ability;**
- **Promote workers with health problems to take appropriate measures to maintain health and employment (referral to appropriate health promotion programs, additional training)**
- **Implementation of health promotion in the workplace to maintain and enhance the health of employees;**

# + Workplace health promotion practices in DARS 1

## ■ Staff recreation



## + Workplace health promotion practices in DARS 2

### "Vitality for Safety" - periodic activity

- Weight managing group - 8 groups
- 70 employees included



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## Workplace health promotion practices in DARS 3

- Development and training of leaders - continuous

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- + **Workplace health promotion practices in DARS 4**
  - **Expert consultation on “Road as a working environment” – 2011, 2012, 2014 – continuous activity**
  - **Cooperation with the social partners and the police**





## Workplace health promotion practices in DARS 5

- Annual plan of health promotion at work
- Health promotion as an integral part of the process of human resource management
- Annual reporting physicians on the findings of periodic medical examinations of employees
- Two employees actively engaged in the prevention of mobbing
- Virtual Health Center - electronic information and increase employee awareness about caring for Safety and Health at Work

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## Workplace health promotion practices in DARS 6

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- To train workers in the field of maintenance of AC as an internal support network to cope with stress and trauma among employees





## Workplace health promotion practices in DARS 7

- Stress management workshops for all staff and management
- Anonymous and free counseling and psychological support to employees
- Training of internal promoters wellbeing and creativity as an internal network of health promotion







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**Thank you for your attention!**