

Holcim (Srbija) d.o.o. - Primena mera BZR

Primeri dobre prakse



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Sadržaj:

- Holcim
- Sistem BZR u Holcim (Srbija) d.o.o.
- Primeri dobre prakse
 - ▶ Direktive za sprečavanje nezgoda sa fatalnim ishodom (FPE)
 - ▶ Obuka zaposlenih i razmena BZR prakse
 - ▶ Upravljanje bezbednošću ugovarača (CSM)



- Društveno odgovorno poslovanje i posvećenost održivom razvoju je sastavni deo naše poslovne strategije
- Bezbednost i zdravlje na radu jedna je od strateških oblasti u kojima dosledno sprovodimo i praktikujemo korporativnu odgovornost
- Naša vizija je da postavimo temelje za buduće generacije a misija je da budemo najcenjenija i najprivlačnija kompanija u cementnoj industriji stvarajući vrednosti za naše zaposlene, poslovne partnere, kupce i lokalnu zajednicu



Holcim grupa

- Holcim grupa je jedan od najvećih svetskih proizvođača cementa i agregata (drobljenog kamena, šljunka i peska) kao i gotovih betona i asfalta.
- Holcim Grupa posluje u oko 70 zemalja na svim kontinentima.



- **151 fabrika cementa**
- Prodaja cementa 143.4 miliona tona
- 56.282 zaposlenih

- **415 fabrika agregata**
- Prodaja agregata u nivou 167.7 miliona tona
- 6.369 zaposlenih

- **1.217 fabrika betona**
- Prodaja betona 48.5 million m³
- 23.692 zaposlenih

Podaci za 2008

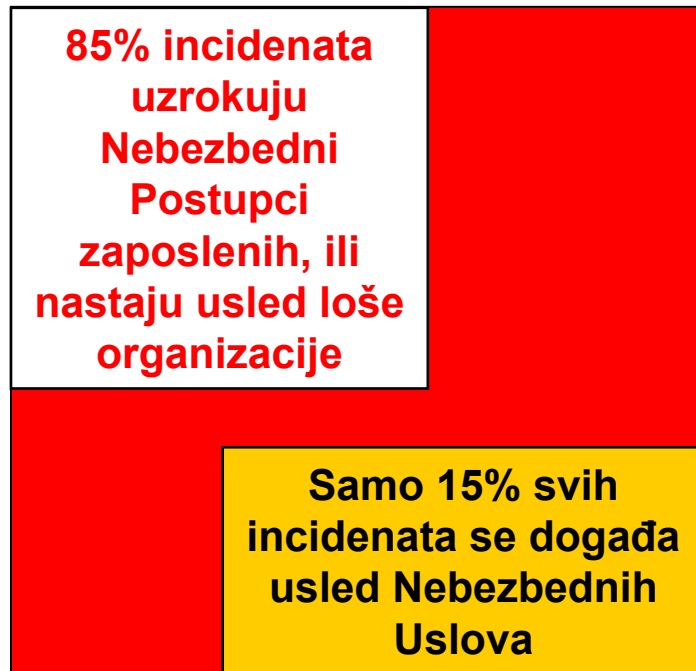
Holcim (Srbija) d.o.o.

Lokacije na kojima poslujemo	<ul style="list-style-type: none">• Fabrika cementa, Popovac• Fabrika gotovih betona „Beograd-Istok“, Beograd• Predstavništvo, Beograd• Preduzeće za plovne puteve “Kamenko Gagrčin”, Sombor
Kada smo osnovani	1913, kao francusko-srpsko mešovito društvo
Broj zaposlenih	~ 600
Ukupne investicije 2002 - 2009	116 miliona EUR
Ukupan godišnji proizvodni kapacitet	~ 1.3 miliona tona cementa i veziva

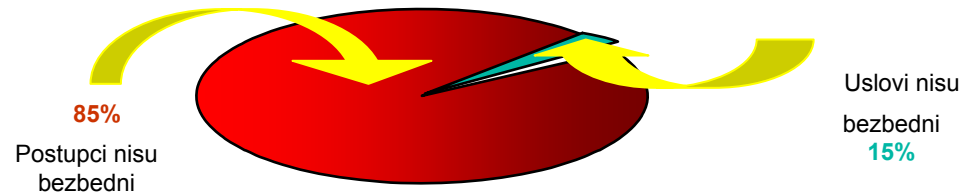


Uzroci i posledice Incidenata – Statistika

Naučna istraživanja pokazuju da su ljudski postupci ono što određuje da li će do povreda doći!



Izvor: l'Institut National de Recherche et de Sécurité (INRS) – France (*Nacionalni Institut za istraživanje i bezbednost – Francuska*)



U Holcimu, podaci govore sledeće:
95% NEBEZBEDNI POSTUPCI
5% NEBEZBEDNI USLOVI

Sposobnost da utičemo i unapredimo naše ponašanje i ponašanje drugih, ne može postojati bez

Dakle, sledi da naša sposobnost da utičemo sami na svoje aktivnosti i aktivnosti drugih osoba (ispoljavanje liderstva) određuje da li će doći do povreda ili ne!

PRAKTIČNIH ZNANJA

- Uloga lidera je da definiše nove i omogući **implementiranje** postojećih zahteva
- Preuzimanje odgovornosti za ostvarenje svojih ciljeva i zadatka, ali i BZR ciljeva svojih zaposlenih, sektora i kompanije
- Pozitivno razmišljanje i **želja za konstantnim unapređenjima**



**“U tebi mora da gori ono,
što želiš da zapališ u drugima”**

Holcimova Kardinalna Pravila



1. Nemojte da izbegavate ili ometate sprovođenje mera bezbednosti i ne dozvolite da to radi neko drugi, bez obzira na nivo hijerarhije u odnosu na Vas



2. Za obavljanje svakog radnog zadatka obavezno je poštovanje pravila o nošenju lične zaštitne opreme



3. Procedure za izolaciju i zaključavanje uvek moraju da se poštuju



4. Najstrože je zabranjen rad pod uticajem alkohola i/ili droga



5. Svaka povreda i incidentna situacija moraju da se prijave

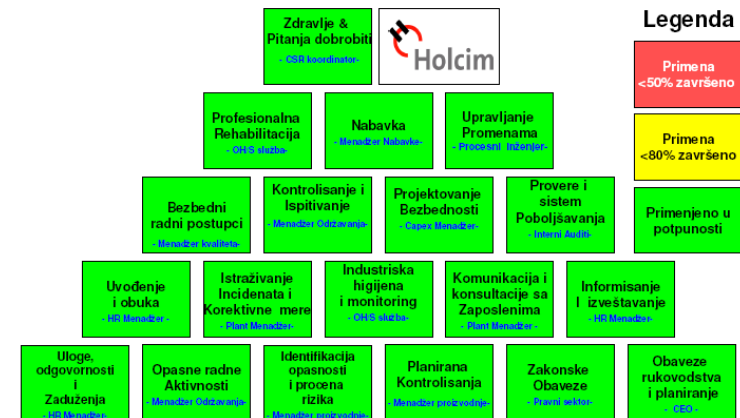
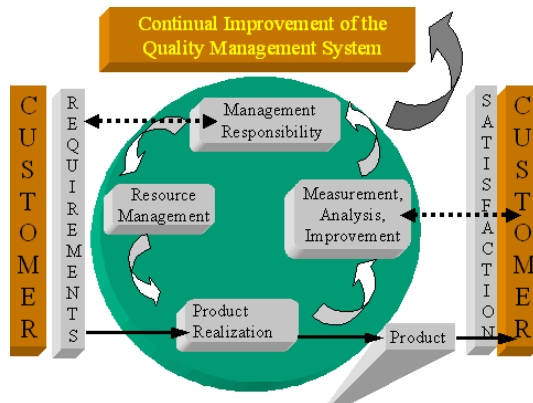
Kardinalna Pravila primenjuju se bez kompromisa i izuzetaka od 1.1.2007

Sistem BZR u Holcim Srbija



• Osnovi modela:

- ▶ Standard OHSAS 18001
- ▶ Holcimov interni BZR standard – “Zelena piramida”



• Opšti elementi:

- ▶ Zasnovan na kontroli rizika
- ▶ Sistematski pristup
- ▶ Zahtev za kontinualnim poboljšanjima

• Struktura:

- ▶ OH&S Politika
- ▶ Planiranje
- ▶ Primena i implementacija postupaka
- ▶ Proveravanje i korektivne mere
- ▶ Preispitivanje od strane rukovodstva

Imati potpunu “Zelenu piramidu” znači imati uspostavljen sistem menadžmenta BZR-a koji je sposoban da ispuni zahteve politike i ciljeva

Elementi za sprečavanje incidenata (FPE) - Direktive



• Direktive za sprečavanje akcidenata sa fatalnim ishodom:

- ▶ FPE #1 Radovi na visini
- ▶ FPE #2 Izolovanje i zaključavanje
- ▶ FPE #3 Bezbednost u saobraćaju
- ▶ FPE #4 Bezbednost pri radu sa el. uređajima
- ▶ FPE #5 Zaštita na opremi i uređajima
- ▶ FPE #6 Rad u zatvorenom prostoru
- ▶ FPE #7 Topli poslovi
- ▶ FPE #8 Kopanje i Iskopavanje
- ▶ FPE #9 Podizanje i premeštaj tereta
- ▶ FPE #10 Radovi u blizini vode
- ▶ FPE #11 Kopovi i skladištenje



• Direktive čije se aktiviranje očekuje tokom 2010. godine:

- ▶ FPE #12 Opasne materije
- ▶ FPE #13 Rad sa železnicom



Elementi za sprečavanje incidenata (FPE) - Direktive



- Svaka od navedenih Direktiva se sastoji od **devet (9)** celina koje detaljno propisuju zahteve iz sledećih oblasti:
 1. Identifikacija rizika i njegova kontrola
 2. Selekcija zaposlenih, obuka, kompetencije i ovlašćenja
 3. Komunikacija i svest o zahtevima
 4. Dizajn, izrada, nabavka, instalacija i primopredaja
 5. Radni postupci i zahtevi kontrole
 6. Održavanje
 7. Vanredne situacije
 8. Nadzor, inspekcija i auditi (provere)
 9. Izveštavanje, procena stanja i korektivne mere



Primeri dobre prakse u Holcim (Srbija) d.o.o



- Vodiči za BZR
- Komunikativni materijali
- Filmovi za obuku
- BZR Kampanje



Primeri dobre prakse u Holcim (Srbija) d.o.o



- **Bezbednosni park i Učionica za BZR**
- **Sistem Procene Rizika i Sistem Dozvola**
- **Sistem Opservacije poslova**

Primeri dobre prakse u Holcim (Srbija) d.o.o



- Redovni sastanci, razgovori i obuke

- Transfer znanja i dobre prakse



ALERT! Accident

Description:
On 14 January 2008, around 10:30 a.m., the Holcim (Srbija) employee George Vukovic, 34, Manager of Maintenance & Drilling Unit, was engineering the gate cover of a semi-automatic bucket elevator. He realized that the safety cover of a semi-automatic bucket elevator was missing and decided to work on the bucket on the motor, but he did not secure the nearby electrical cables. During the installation of the cable cover, the 21.5 tonne weight of the bucket fell on him, compressing his chest and abdomen. He was transported by the local medical emergency and taken to the city hospital where he is being treated at the moment. The main damage is not serious, but he will have to be hospitalized for five days. The employee received the working instructions 10 days before starting work and looking at energy sources for the drive. The employee violated the working instructions 10 days before starting work and looking at energy sources for the drive.

Key learnings:
Validation of safety procedures by not applying them at all or by partially following could be dangerous. The right method for location and lock-out is essential. For maintenance and lock-out it is necessary that all energies which have to be isolated to be isolated. The right method for location and lock-out is essential. A risk assessment of the being of the job site and identification of all possible hazards before any work starts. Usage of PPE before to prevent or to reduce at least the consequences of accidents. A sufficient training for the great use contractors employees. It is necessary for new employees have to be instructed for fully compliance with the isolation and lock-out procedures and to receive supervision (e.g. compressed air from air streams).

PLEASE CHECK AND ENSURE THAT THIS KIND OF UNSAFE ACTS TO NOT OCCUR IN YOUR COMPANY

ALERT! Incident

Description:
March 11th 2008, during one of the transportation of structural elements and equipment parts from the storage area (located inside the site) to the Holcim 4000 project site, a tractor belonging to a third party company called Engineering Solutions fell over during a 180 degree turn. The cause that led to the incident was the weight of the tractor during turning due to the fact that the road was covered with sand and gravel. Difference in level from the road and side-slope (20 cm difference), high wear of rear left tire due to low adherence on the road and due to the heavy trailer on inclined slope. The tractor's wheels started to spin, slipped oil and broken off. The tractor suffered minor damage: broken left side mirror. Fortunately the driver suffered no injuries, only the tractor suffered minor damage: broken left side mirror, broken left side light, spilled oil and broken off tire.

Key learning's:
The 180° degree turn must be approached with maximum attention and very low speed. Sand or gravel on the road can lead to slippage of vehicle. Especially for turning vehicles the status of tires is very important. If a vehicle traffic equipment with a higher weight it is aware the weight of the trailed equipment can push the vehicle and force it to flip over.

PLEASE CHECK AND ENSURE THAT THIS KIND OF UNSAFE ACTS TO NOT OCCUR IN YOUR COMPANY

ALERT! Near miss

Description:
On Tuesday, March 11th 2008 the belt of the rear mill bucket elevator was being lifted using a wire rope with fibre core Ø 13 mm cross section by a third party company called Hefco. Before blocking the belt, the wire rope broke and the belt fell inside the elevator. The incident led to no injuries to people or damage to the belt of the bucket elevator. According to standards, the work load limit (WLL) for this wire rope used is 2 tonnes, as the safety factor is 5 in this case (meaning that the maximum load is 10 tonnes). The total weight of the belt is 3.1 tonnes, and Hefco was lifting only half of it. The break of the wire rope that nearly reduced any its tensile strength. As the cable hasn't been used before this lift and it hadn't been detected any noticeable flaw on the cable (broken ribs), this could suggest that the flaw was in the quality of the material used.

Key learnings:
Always make sure workers are not admitted in the hoisting area unless they are needed and make sure their access is done only in designated areas. Do not expose your body underneath a suspended load.

PLEASE CHECK AND ENSURE THAT THIS KIND OF UNSAFE ACTS TO NOT OCCUR IN YOUR COMPANY



Primeri dobre prakse u Holcim (Srbija) d.o.o



Lekarski pregledi



Radionce o zaštiti zdravlja



Bezbednosne i vežbe spašavanja



POZOR



Primeri dobre prakse u Holcim (Srbija) d.o.o



**Razvojni projekti
- LZS-**



**Kapitalne investicije
- Bezbednost saobraćaja-**

CSM Direktiva (Upravljanje BZR ugovarača)

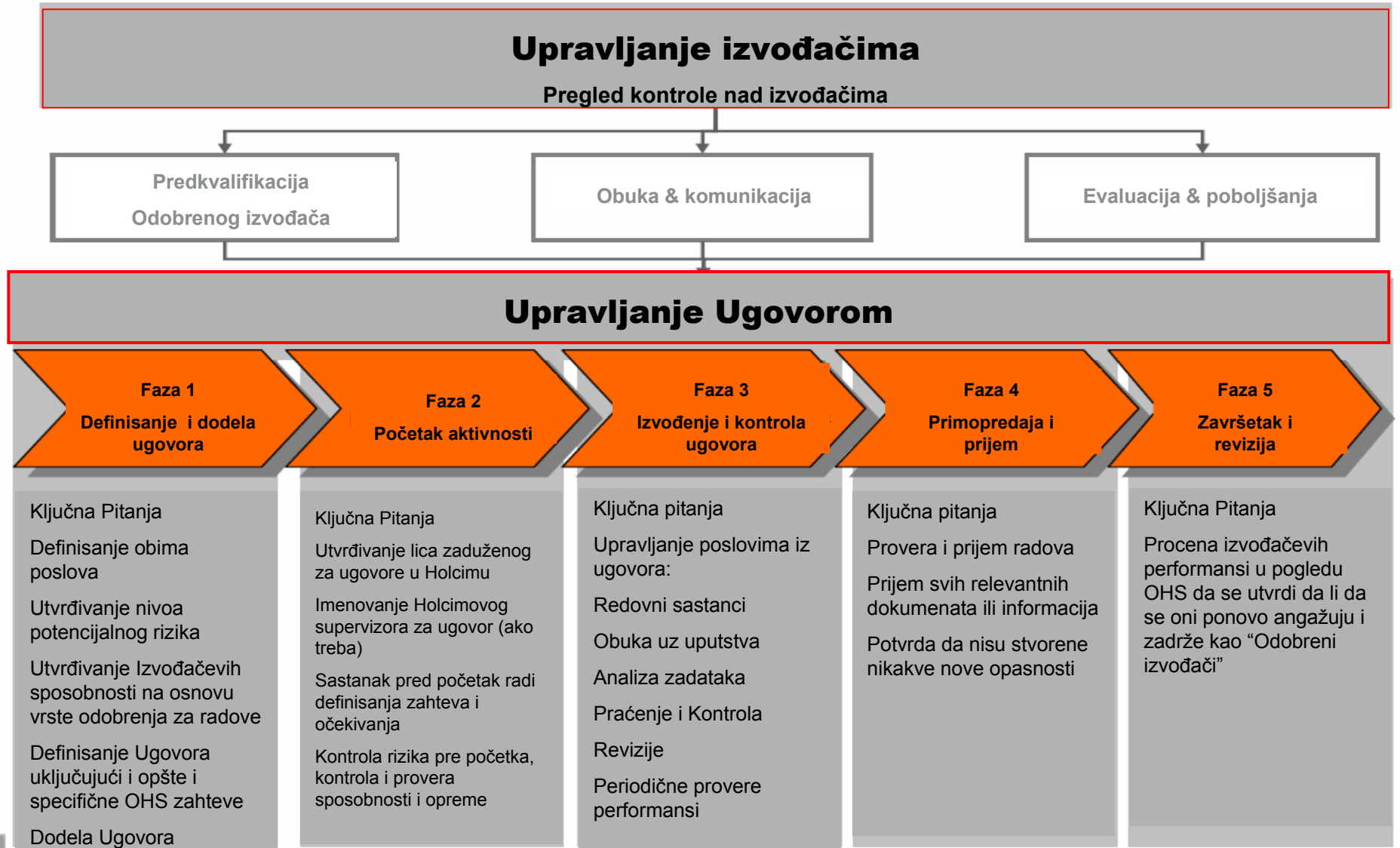


Svrha

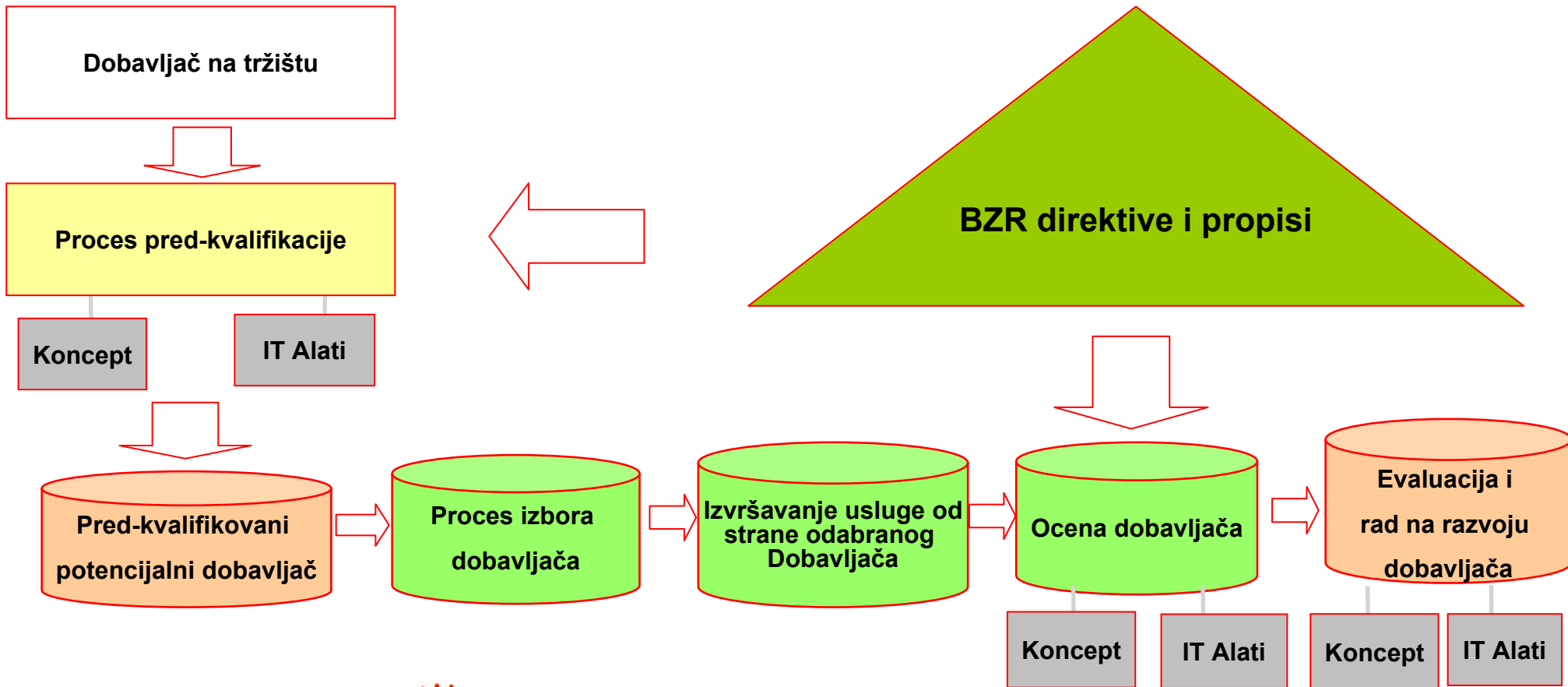
- Direktiva postavlja **minimalne zahteve** u vezi **Upravljanja bezbednošću izvođača (CSM)** koje svaka kompanija u okviru Holcim grupe mora da poštuje kada angažuje izvođače za vršenje usluga
Direktiva definiše **zahteve** za obezbeđivanje toga da se odgovarajući procesi razvijaju i primenjuju u smislu **kontrolisanja** ili svođenja na **minimum rizika** koji prate aktivnosti koje obavljaju izvođači
- Direktiva **mora** da se primenjuje kada se **angažuje izvođač** u kompaniji u okviru Holcim grupe radi **izvođenja projekta ili vršenja usluga**



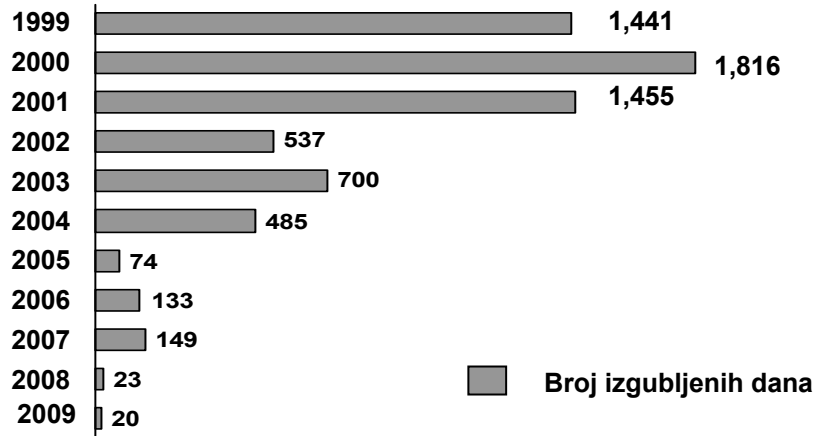
Faze CSM Direktive



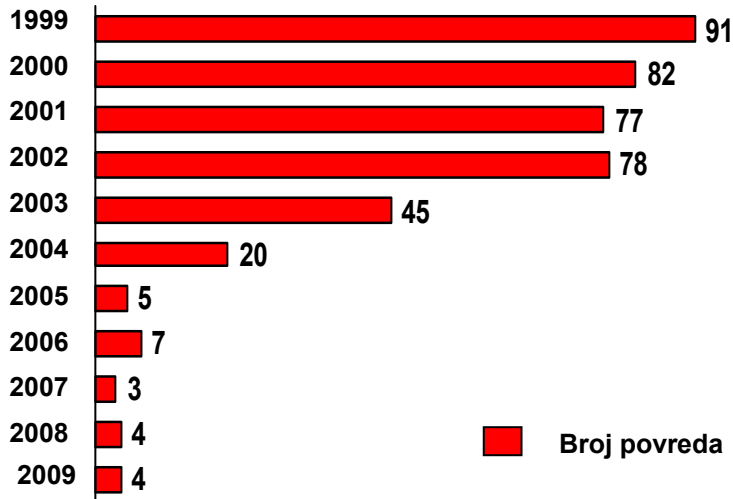
Direktiva za upravljanje bezbednošću ugovarača: **u praksi**



BZR Statistika - Holcim Srbija



Naša vizija:
NULA povreda

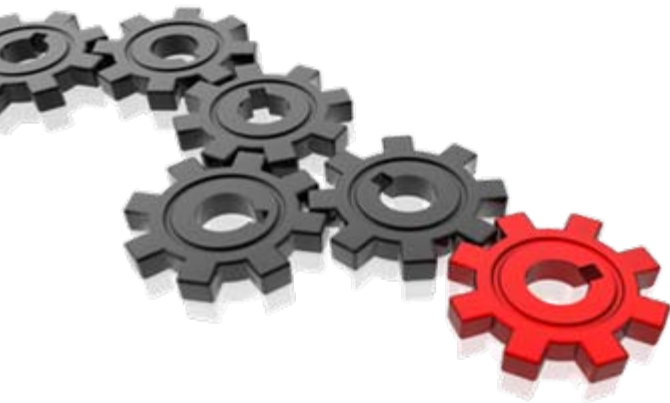


Ostvarenje BZR ciljeva...



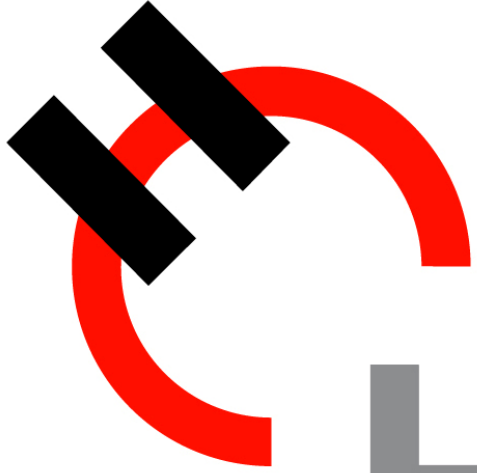
“Upornost je sestra bliznakinja savršenosti. Jedna je stvar kvaliteta a druga je pitanje vremena”

(Nepoznati autor)





- Zahvaljujemo se na pažnji



Holcim