

Seminario “Pedagogia del rischio”

Modena – 6 Ottobre 2010





***“Il più
importante
progresso
della scienza
alimentare del
20 ° secolo.”***

Institute of Food
Technologists 1989

Tetra Pak is global and works locally

- Presente in piu' di 150 paesi
- 42 cartiere
- 11 unita' di R&D
- Numero di pacchetti venduti nel 2009 (miliardi): 145
- 21.672 dipendenti



Tetra Pak Packaging Solutions Spa

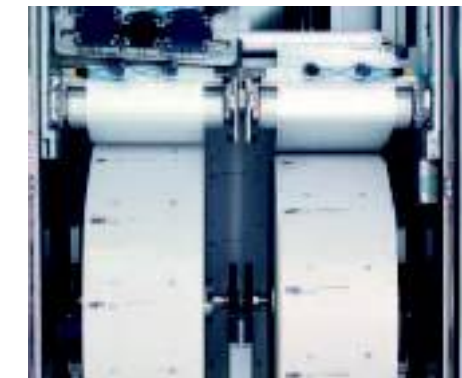
Sito di Modena

Attività':

Produzione, ricerca e sviluppo macchine confezionatrici per liquidi alimentari.

Modena site facts & figures

Dipendenti	733
Donne	21%
Stranieri	16%
Eta' media	39
Anzianita'	10
Istruzione universitaria	43%
Totale entrate giornaliere	~1000
Stabilimenti	30.268 sqm



La “policy” aziendale in tema di salute e sicurezza del lavoro (1999)

- TPP is committed to provide safe and healthy working conditions for its employees in all its sites.
- We will maintain a working environment for all employees which promotes safety and the protection of employee health.

In order to fulfil this:

- We take a holistic approach encompassing physical and mental health;
- We promote the involvement of employees in the design of their working environment;
- We take a preventive approach to minimise the occurrence of incidents, accidents, diseases and injuries;
- We make regular assessments of the working environment, publication of the results and the plans for corrective actions;
- We train our employees in the working environment practices which are applicable to them and their responsibilities to comply with these;
- We establish an overall philosophy for the different types of working environment within the company (that is manufacturing, office, etc.) and apply within appropriate local standards;
- We comply with, but not limited to the fulfilment of all local legislative requirements in the pursuit of this policy;

This is so that our working environment supports our employees in their pursuit of Tetra Pak’s strategic objectives.



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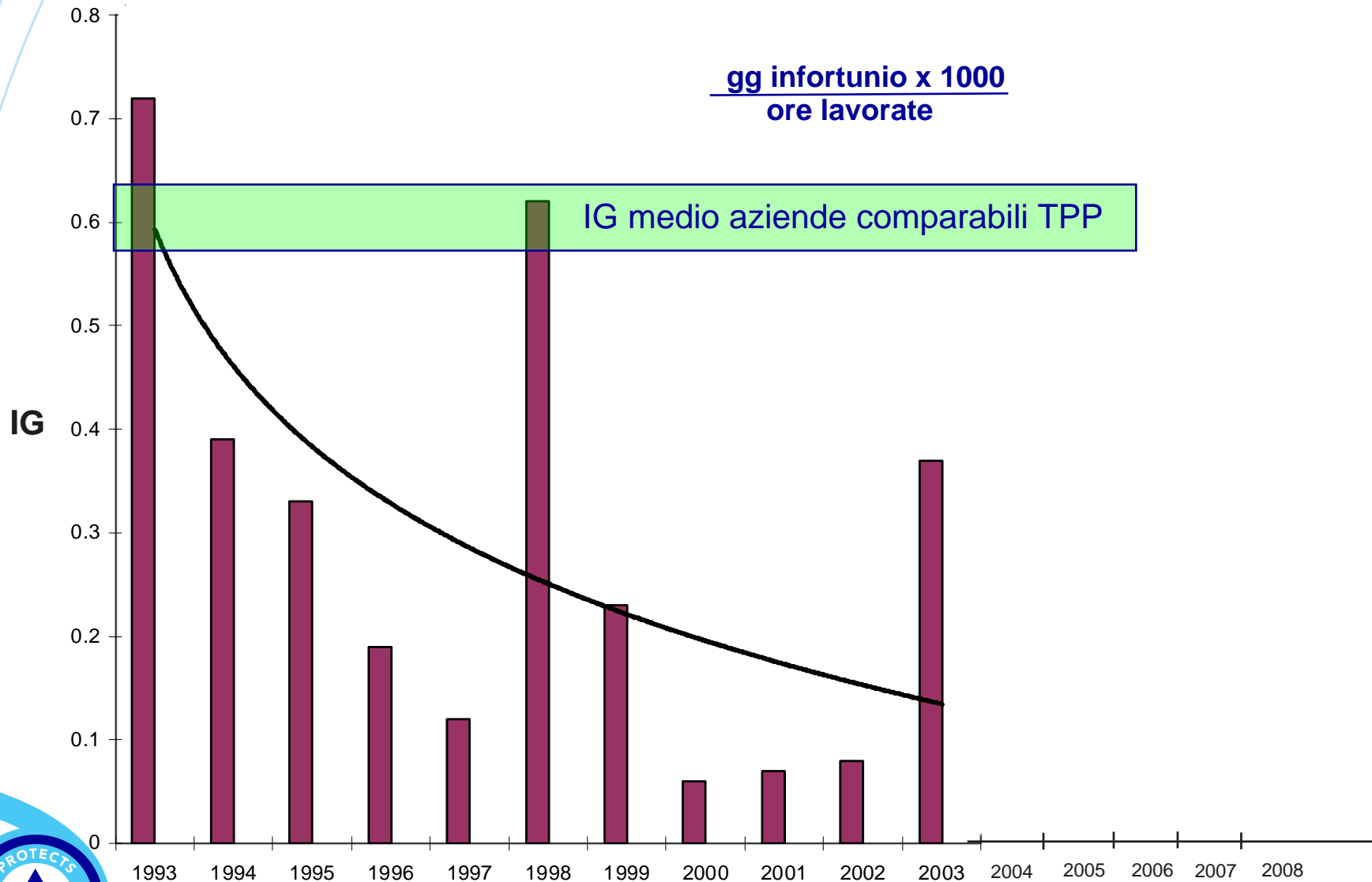
“Work Environment”







Indice gravita` infortuni - IG '93 - '03



Revisione valutazione dei rischi

Esempio: Promiscuità uomini e mezzi nelle aree di carico e scarico

Rischio: urto/schiacciamento

Probabilità accadimento: Bassa

Danno: Alto



Passaggio aereo



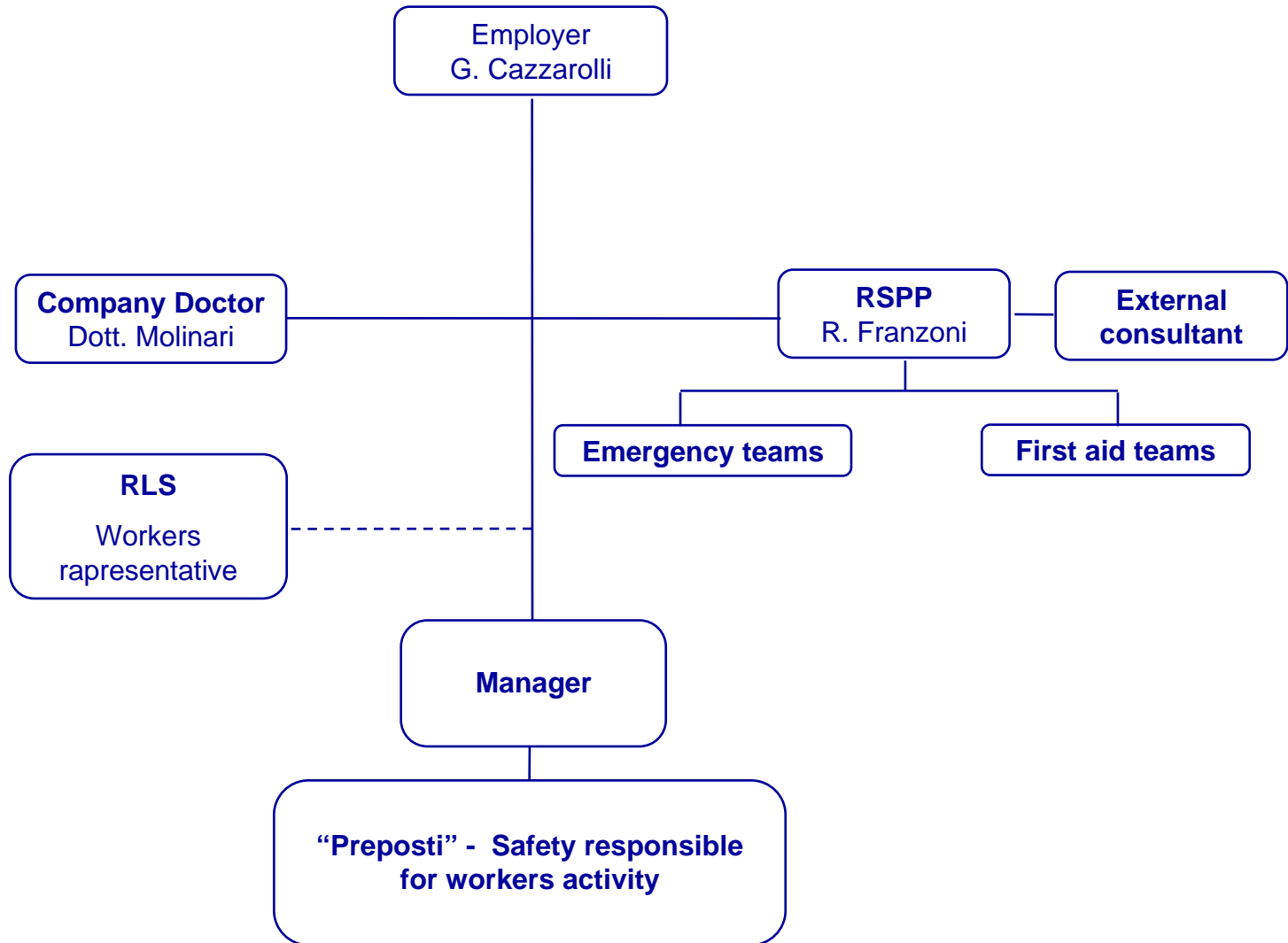
Le nostre specificita'

- l'organigramma funzionale non identifica tutti i preposti ai fini della sicurezza;
- R&D diverso da produzioni di serie, l'ambiente operativo e le attivita' variano in continuazione ...
- ...ma occorre "smantellare" le cattive abitudini →
 - ▶ *"e' impossibile testare un prototipo con le protezioni attive!!!"*
 - ▶ *"Il focus e' il rilascio del progetto nei tempi previsti!!"*
 - ▶ *"Preferirei anch'io usare i DPI, ma non finirei mai il lavoro!!"*
 - ▶ *"Io so bene che se chiudo l'armadio elettrico e' piu' sicuro per tutti, ma in questo modo lo dovrei aprire e chiudere continuamente!"*



Tetra Pak Packaging Solutions S.p.A.

Health & Safety organisation



People make the difference



2004: lancio della safety campaign con supporto di consulenti pubblicitari



Think about your safety and the safety of the people working around you .

(Pensa alla tua sicurezza e a quella di chi lavora attorno a te)



H&S Steering Group

Nasce *l'Health & Safety steering group*, gruppo di lavoro permanente con l'obiettivo di supportare e dare continuita' alla sensibilizzazione dei lavoratori in materia di sicurezza:

- Rappresentanza del management aziendale ai piu' alti livelli;
- Coinvolgimento di tutte le funzioni aziendali (non solo quelle tecnico-operative, anche amministrazione, commerciale ecc.);
- continuita' (incontri trimestrali);
- audit mensili negli ambienti di lavoro;
- grande risalto alle non conformita' ma soprattutto alle "buone prassi" che si sono instaurate.





Health & Safety steering group periodical visit in the working place

Date: 15 September 2008
Members: M. Ferretti, P. Canti, R. Franzoni
Visited places: R&D Test Hall (building B - I - D).

Findings:

During this visit, we still have noticed some improvements in keeping the work place cleaned and well organized. Considering that this is essential for safety reasons and spaces optimization, there is still room for improvement.



Do not obstruct pedestrian crossing



Do not obstruct emergency equipment



Health & Safety steering group periodical visit in the working place

Date: 18 February 2009
Members: M. Ferretti, C. Pompini, P. Canti, R. Franzoni
Visited places: Test hall R&D (building B - D).

Findings:



When positioning the reels vertically always use the appropriate supports



All connections to the machines must be done correctly and safely



FORMAZIONE / Preposti

Alla formazione per la sicurezza e' stato *affidato* un ruolo fondamentale per la sensibilizzazione dei lavoratori:

- Catalogo corsi
- Corsi "on demand"

Ma soprattutto ...

2004-2006 → formazione preposti e dirigenti



Individual Objectives: politica premiante

La componente variabile del salario e' legata anche a obiettivi direttamente correlati alla sicurezza:

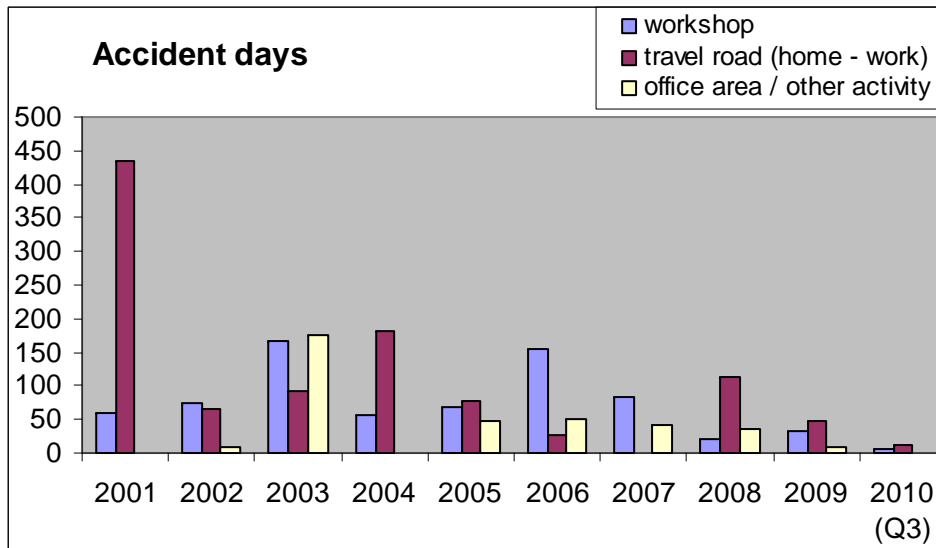
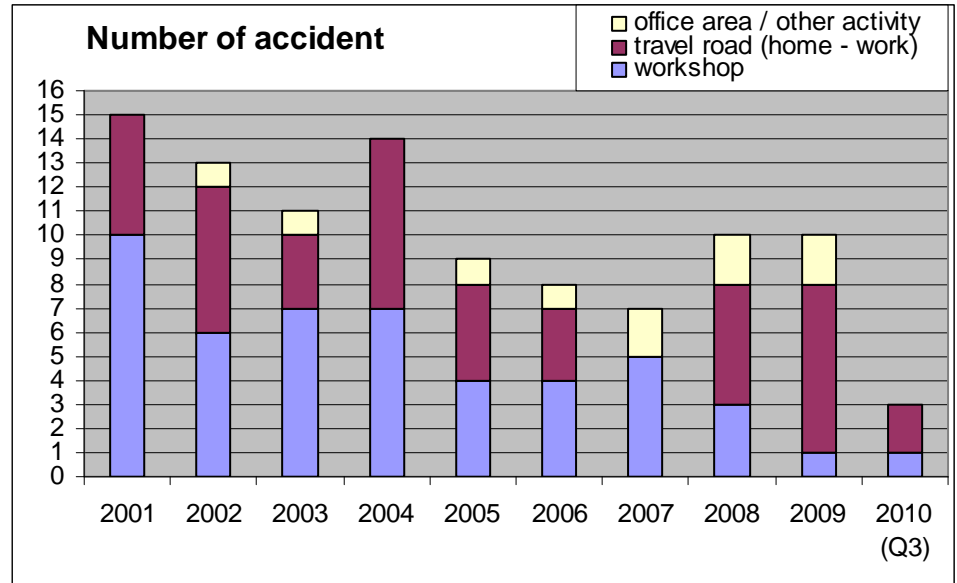
- Top management
- Datore di lavoro
- RSPP
- Manager di area
- Manager di progetto
- Group Leader



Infortuni - Statistiche

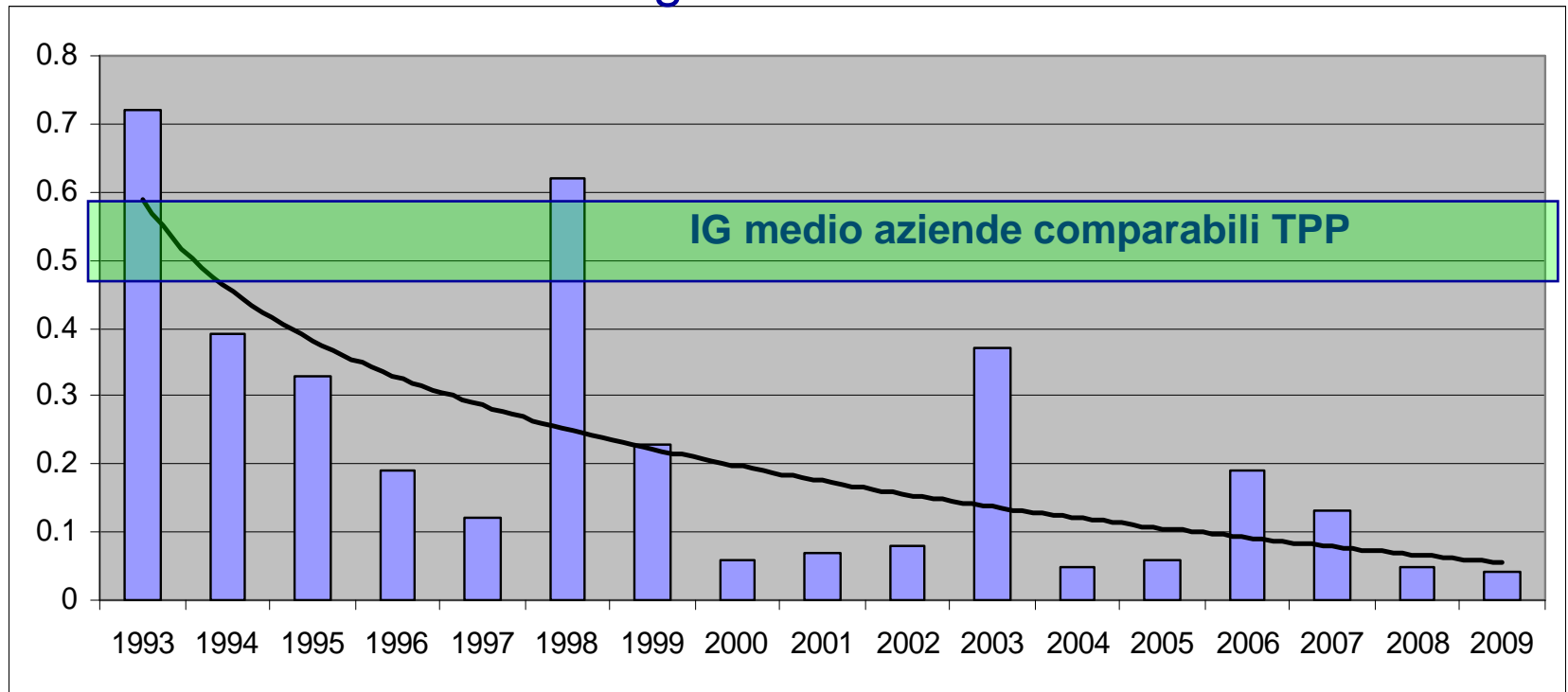
Numero di infortuni

**Dal 2000 (498 lavoratori)
Al 2010 (730 lavoratori)**



Infortuni - Statistiche

Indice di gravita' 1993 - 2009



THINK  **SAFE**

