

EUSalt safety award

Swiss salt works – one step toward lean safety

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**SCHWEIZER
SALINEN
SALINES
SUISSES**

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Who we are ?

SCHWEIZER
SALINEN
SALINES
SUISES

The Swiss salt works produce and process up to 600,000 tons of salt per year and ensure distribution throughout Switzerland. They employ over 200 people at their three sites in Riburg, Schweizerhalle and Bex. Independence in salt supply, daily mobility and the health of the population are the focus.



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Key figures

SCHWEIZER
SALINEN
SALINES
SUISSES

Turnover



60–120 Mio

Storage capacity



255 000

tonnes



18300

pallets

Production



400 000 – 600 000

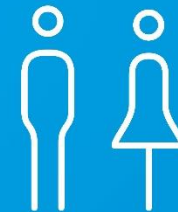
tonnes of loose salt

Headcount

all locations

171

men



50

women

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One step toward lean safety - Summary

Context – Occupational safety at Schweizer Salinen AG in recent years

Strategy – What changes are necessary to be more successful

Initiatives – Three specific measures

Outcomes – The first results

Lessons learnt – Lean safety

Conclusions – Make zero accident possible



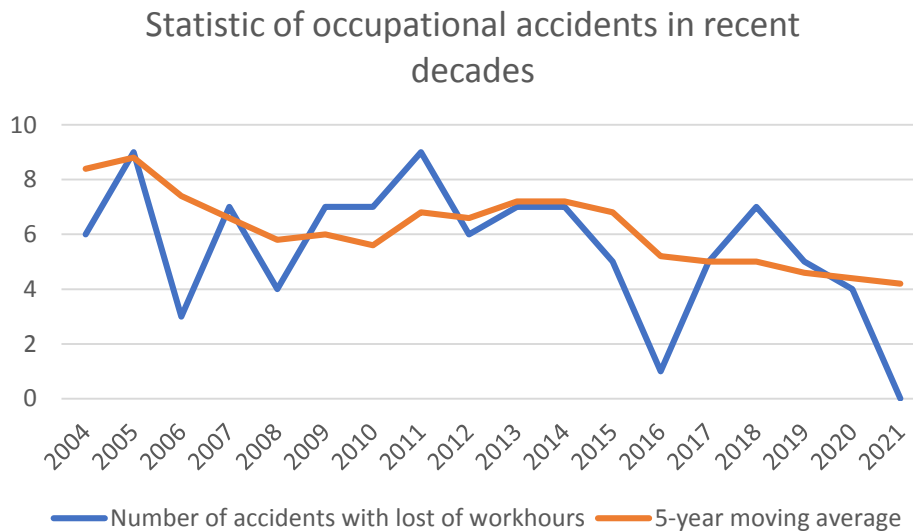
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Context > what happened in the past ?

At the beginning of the 2000s, due to increased legal requirements for accident prevention and health protection of employees, the Schweizer Salinen AG developed a safety manual and created the function of a safety officer, which is supported by an assistant and a safety board.

The aim at this time was a reduction of the accidents by 10% per year!

The issue of occupational safety and health has since been addressed yearly through many activities such as risk analysis, safety checklists, safety trainings, awareness-raising campaigns, audits, etc.



But although the development of accident statistics in the group is globally positive, the actual goal of **"zero accidents"** is still far away.

In 2019 an analysis of the situation by the safety group showed:

- Safety is too little present in the everyday life of employees at the workplace
- Regulations, instructions and the other usual measures such as training, prevention campaigns, etc. do not go far enough.
- The increase in safety awareness of supervisors and employees is too slow!
- The safety officer himself does not have enough spare time to perform the duties required according to guideline ¹⁾ of the Federal Coordination Commission for occupational Safety (approx. 3 hours per year and employee in our case)

1) EKAS Richtlinie 6508

Therefore the following two fields of action have been defined:

- ✓ Increase occupational safety resources (manpower)
- ✓ Focus on practical and employee-oriented occupational safety



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Initiative 1 > appointment of a safety specialist

- ✓ Instead of recruiting a new person, a self-employed **safety specialist** was mandated.
- ✓ Since march 2020, he has been working **3 days a week** for the Schweizer Salinen AG.
- ✓ His **main task** is to deal with operational, occupational safety and health protection at all the company's sites.
- ✓ He is **reporting** to the safety officer.
- ✓ He can **react flexibly** and at very short notice **to the needs** in the factory and address safety issues immediately.



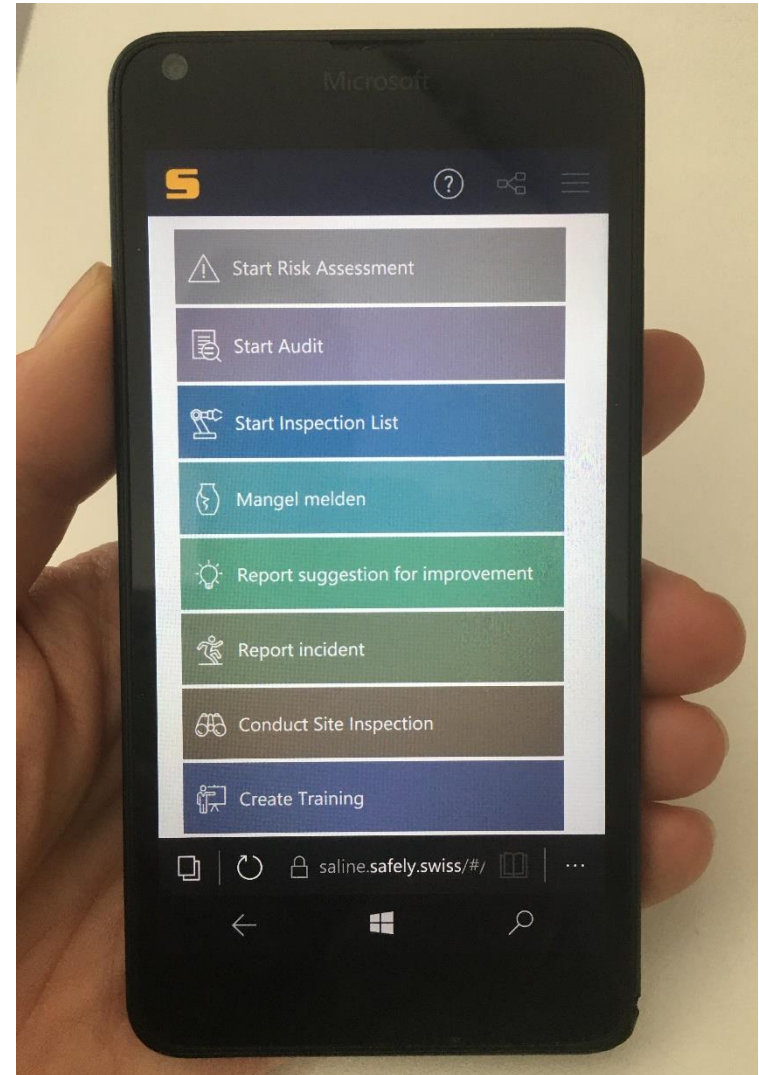
The safety officer and the safety assistant introducing the new safety specialist (in the middle of the picture).

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Initiative 2 > implementation of «safely» software

safely

- ✓ “safely” is a **web application** that helps to implement all the tasks and measures to **comply with the legal requirements** and guidelines regarding occupational safety and health protection.
- ✓ This is made **accessible for all supervisors** and later also employees in the company. It works on **pc's, tablets and smartphones** also.
- ✓ With safely we can achieve more **transparency**, better **tracking** of tasks, and **documentation** of the safety activities.
- ✓ All documents of the **safety manual** as well as the SUVA-checklists are **integrated** and thus always available **at the workplace**.



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Initiative 3 > safety and health days

- ✓ Since 2018 we have held an annual safety and health day and increasingly try to present the topics in a **playful and interactive** way.
- ✓ Not only the occupational safety, but also **free-time accidents** and **general health** topics are addressed.



Sportparcours



Chemicals Rally

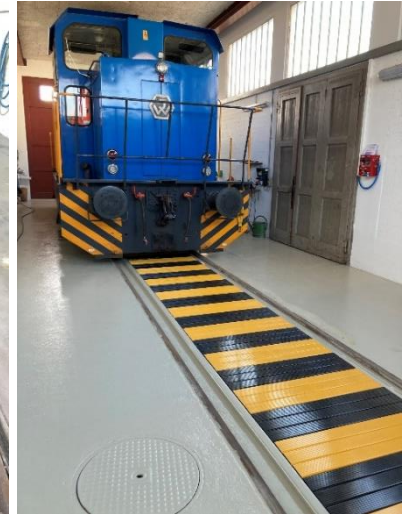
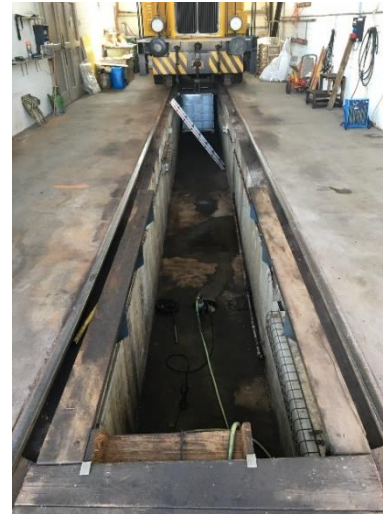


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Outcome 1 > continuous improvement of workplaces

For the past year, the safety expert has implemented many concrete improvements in the factory together with the workers concerned.

Cover and stairs for the pit in the locomotive garage

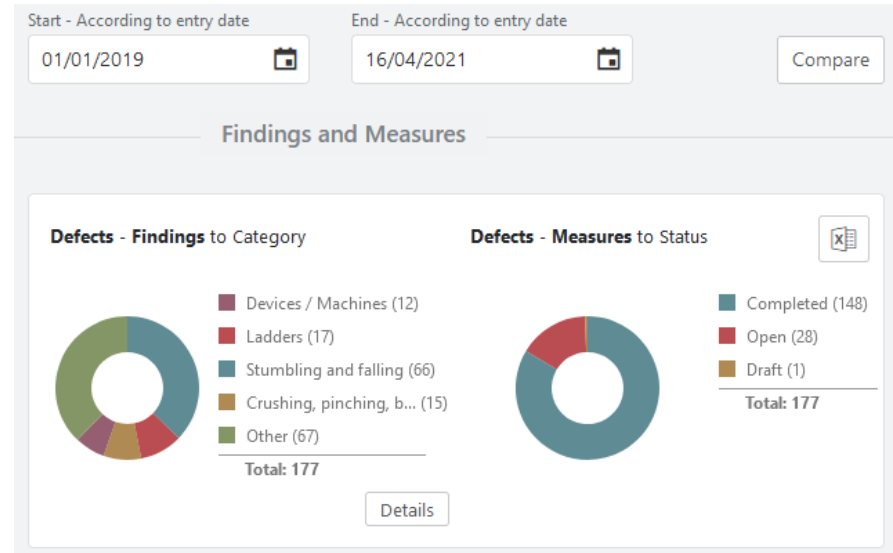


secured ascent on a platform with staircase, handrail and a grid floor

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Outcome 2 > everything under control

With the introduction of safely, all the various pending issues and measures in the area of occupational safety were recorded, scheduled and assigned in the system. Tracking is now very simple and clear. Paper lists and Excel tables have become obsolete.



Inspection reports

safely [Navigation icons]

2. Findings

Characteristic of finding*
Positive Negative

Location*
Bat. P1

Defect Categories*
Stumbling and falling

Finding /Description*
Le sol est inégal et glissant.
Boden ist uneben und rutschig.

Finding Image

Statistical
evaluations

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Outcome 3 > occupational safety as an experience

The highlight of the Safety and Health Day 2019. The Forumtheater Zurich, performed scenes from everyday working life in a humorous yet realistic way. The actors skillfully addressed various topics of occupational safety, for example: "Is it bad if I don't wear my safety glasses? The boss wasn't wearing them either...".



Some statements of the participants:

- ❖ Very good and entertaining, role plays were great!
- ❖ Like in everyday life, they held a mirror up to you!
- ❖ With the play it was much more relaxed, great!
- ❖ Great, super interesting way to get the peoples involved!
- ❖ I would have liked to discuss for another hour!



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Lessons learnt > lean safety

Our expectations with the contracting of a security specialist and the introduction of the “safely” software have been fulfilled!

- ✓ Proximity and responsiveness to the workers und supervisors
- ✓ Direct and unbureaucratic implementation of improvement measures
- ✓ Practical and visible occupational safety
- ✓ Easy to use for follow-up and reporting of occupational safety throughout the company
- ✓ Lean principles (6S) are essential success factors for occupational safety
- ✓ Compliance with legal requirements and guidelines alone is not enough to ensure safety and health at the workplace

6S LEAN WORKPLACE

1. SORT

Organization – keeping only what is necessary and discard everything else – when in doubt, throw it out



2. SET IN ORDER

Orderliness – arranging and label only necessary items for easy use and return by anyone



3. SHINE

Cleanliness – keeping everything swept and clean for inspection – for safety and preventative maintenance



4. STANDARDIZE

Standardized cleanup – the state that exists when the first three pillars or “S’s” are properly maintained



5. SUSTAIN

Sustaining the discipline – making a habit of properly maintaining correct procedures



6. SAFETY

Accident prevention – awareness of all activities to identify and eliminate hazards for a zero accident and injury-free workplace





These first steps to strengthen and realign health protection and occupational safety have brought first successes and show us the way to “world class” also in occupational safety and health protection.

The challenge is to get employees concerned and involved so that they will participate to the effort it asks for reaching the zero accident goal and make them aware that is possible.



Thank you for your kind attention.

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