



## **Occupational health in transport en logistics: Enhancing sustainable employability**

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Gezond Transport



# Gezond Transport

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# **Introduction Gezond Transport**



# Gezond Transport

## Gezond Transport

- Knowledge and advice for occupational health and sick leave in transport industry en logistics
- Advising employers, employees and social partners about health, safety, prevention etc.
- Founded and managed by employers and trade unions
- 40 employees, throughout country
- Not for profit (funded by social fund, grants, employers)





# Gezond Transport

## Mission



- Increasing sustainable employability from employees
- Contribute to adequate, healthy, productive employees

Our core business:

- Good working conditions
- Good health of employees
- Reducing sick leave



# **Legislation on working conditions**



## Legislaton on working conditions

- Employer:
  - Safe and healthy place to work
  - Risk assessment and evaluation
  - Information and instruction
  - Supervising
- Employee: works safely and uses available tools
- Labour inspection: control, fines and... information
- Increasing responsibility for employer and employee





# **Activities Gezond Transport**





## Two departments

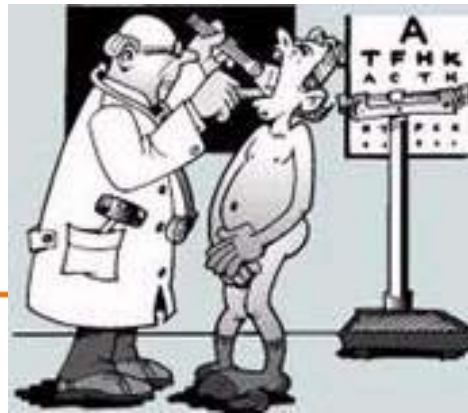
- Knowledge and advice/prevention
  - Preventive services
  - Studies and reports
  - Sector-wide campaigns
  - Health & Safety Catalogue
  - Gezond Transport Award
- Sick leave
  - Sick leave management in companies
  - Training managers in dealing with sick leave



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## Preventive services

- Risk Assessment and Evaluation
- Company-scan sustainable employability
- Safety culture training (behavior)
- Training physical strain and lifestyle
- Training sitting position and maintenance of the driver seat
- Personal consultations with companies
- Medical examinations



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## Studies and reports

- Studies on managing specific risks at work
- Figures and trends about working conditions and sick leave
- Sector reports about results medical examinations





## Projects and campaigns

- Lifestyle and health:  
Healthy on the Road
- Safety in warehouses:  
Forklift Heroes
- Risk Assessment:  
Month of the Risk Assessment
- New ISO-standard cab ergonomics





## Health and Safety Catalogue

- Sectoral agreements on reducing risks at work
- Make a sector's own rules
- Stimulated by the government
- Made by employers and employees
- Available on a special website



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## Gezond Transport Award

- For companies with a good preventive and sick leave policy
- To reward good companies and to stimulate others to do the same
- Independent jury visits nominated companies



## Sick leave management

- Casemanagement to support employer, employee, HR and company doctor
- Additional conversations with employee in frequent absence
- Mediation in labor disputes
- Approach long-term absence
- GOAL: reducing sick leave





**Sustainable employability**





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## Labour market

- 49.000 employees will retire until 2015
- Sector will recruit many new employees
- Besides recruitment, it's very important that people reach their retirement healthy
- Older employees are vulnerable for (long term) absence





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## Vision for sustainable employability

1. Health and good working conditions



2. Education and mobility

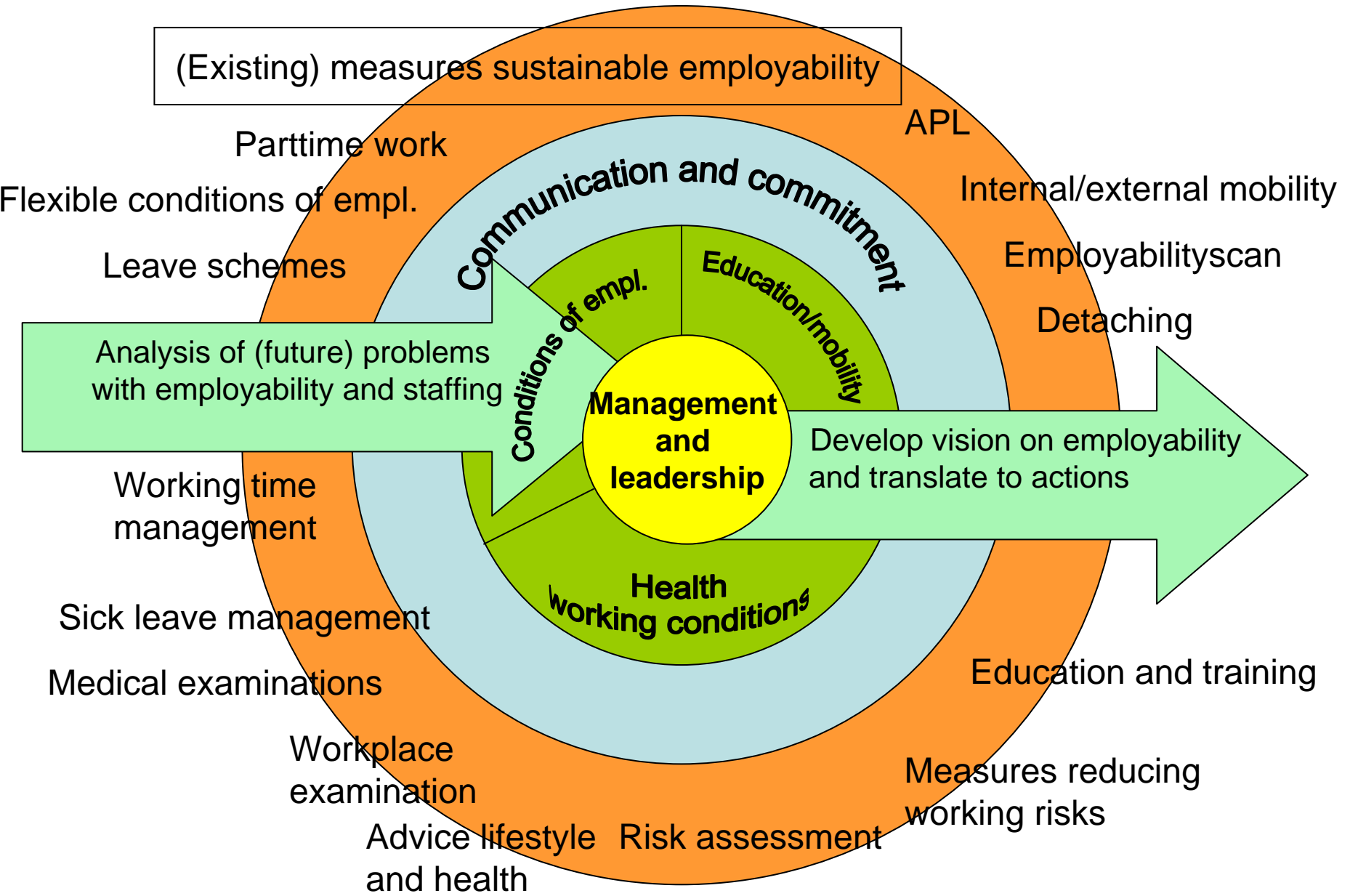


3. Fitting conditions of employment



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# The Wheel of sustainable employability in transport and logistics





## Measures sustainable employability

- Company scan & counseling employers
  - Inventory already applied measures
  - Identify opportunities for improvement
  - Benchmark sick leave figures
  - Recommend next steps



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## Measures sustainable employability

- Projects with groups of companies
  - Work Ability Index
  - Working time management, irregular work schedules
  - Health & lifestyle



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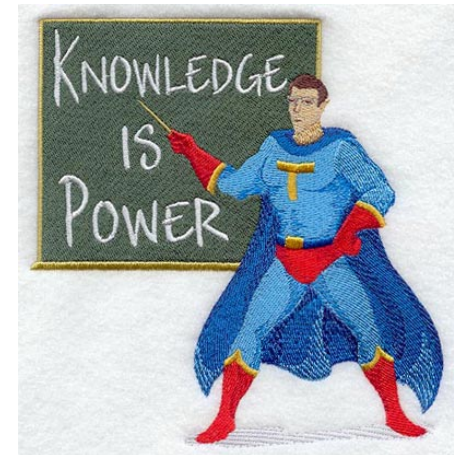




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## Measures sustainable employability

- Network meetings employers
  - Sharing knowledge and experiences
  - Inspiration for policy development Gezond Transport
- Website sustainable employability
  - Knowledge
  - Good practices
  - Instruments





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## Thanks for your attention!

Are there any questions?



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