

6.2.4. Occupational health and safety efforts

6.2.4.1. Psychological and physiological health of personnel

THE RESULTS OF ACTIONS AIMED AT PROMOTING PSYCHOLOGICAL AND PHYSIOLOGICAL HEALTH OF PERSONNEL BY MAIN ACTIVITY IN 2015

Area	Results
Medical check-ups	<ul style="list-style-type: none"> • Pre-trip and pre-shift examinations of employees which resulted in suspension of 245 employees for health reasons in 2015. The main problem was high blood pressure. • Pre-employment medical examinations (100%). • Centralized periodical medical examination of employees by the common medical board chaired by an occupational therapist with visits to the Company's structural units. In 2015, a total of 10,393 employees (100%) had periodical medical examinations as appropriate. Based on final reports of the periodical medical examination, <ul style="list-style-type: none"> – eight employees were found to be unfitted to carry out their job responsibilities; – 16 employees were transferred to other jobs without exposure to industrial harms; – 409 employees were allowed to carry out work without harms and/or hazards, including 150 employees after additional examinations.
Vaccination	<p>In order to prevent diseases of Company employees in 2015 vaccination was performed, which covered:</p> <ul style="list-style-type: none"> • 1,114 employees: flu and ARVI vaccination; • 2,955: tick-borne encephalitis vaccination . <p>The structural units which are regionally located in viral encephalitis endemic areas have lists of jobs (professions) in place for professional risk groups subject to tick-borne encephalitis vaccination.</p>
Training in first aid methods for new hires, methodology and practical work with resuscitators	<p>In order to fulfill the requirements outlined in the HR Management Procedure, 100% of new hires at PJSC IDGC of the North-West had first aid trainings to be skipped in rendering first aid in case of occupational accidents. Employees also receive accident-related first aid training and training in resuscitation skills using simulators. Training is conducted by properly certified employees permitted to provide first aid training to the injured in occupational accidents.</p>
Timely replenishment, label checks, and checks of correct medical product use and first aid kits	<p>In order to fulfill Company Order no. 380 dated August 23, 2011 on the Contents of a First Aid Kit and ensure a common approach to first aid kit handling, the structural divisions have Lists of First Aid Kit Locations in place (including vehicles) and lists of persons responsible for timely replenishment, label checks and checks of correct medical products use in first aid kits. As requested by responsible persons, medical products and first aid kits are replenished on a timely basis.</p>
Unscheduled checks of employee health during a working shift	<p>The main scope of psychological and physiological health assessment: checking current health condition of employees, welfare, provision, and use of special clothes and shoes</p>
Participation in technical and economic studies to ensure psychological and physiological health of employees for a healthy life style, disease prevention, health maintenance and promotion	<p>In 2015, branch employees responsible for psychological and physiological health in teams had the following technical and economic trainings: Psychological and Physiological Reasons of Accidents, Prevention of Acute Respiratory Viral Diseases, First Aid Methods, Prevention of Fatigue and Tiredness, Accountability for Own Health, Telephone Negotiations with an Aggressive Client, Nature of Stress and Stress Management, etc.</p>