




The Euro Chlor Health Working group presents...

How do we protect our people?

Marleen Pauwels

May 17, 2017



The Euro Chlor Health Working Group

- ✓ Group of occupational physicians, toxicologists and/or HSE people with long experience in occupational safety
- ✓ Goal is to improve the (occupational) health performance of all members by sharing and formalising their experience and best practices
- ✓ Mercury / chlorine / caustic soda/ electromagnetic fields: exposure control through guidelines, surveys & self-audits and training material

The Euro Chlor

Friendly pressure ...

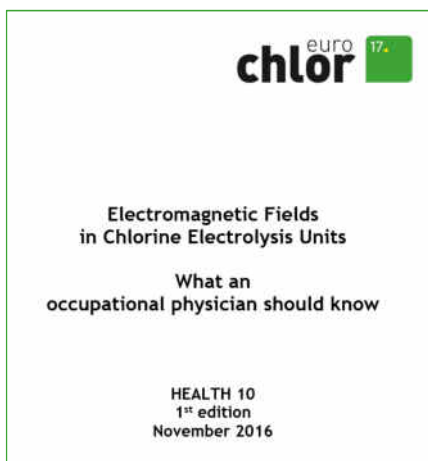


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Most recent publications



See presentation
J.-C. Besson on EMFs

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The Euro Chlor Health Working Group

Most recent publications



Caustic burns still occur:

- ✓ Install and maintain training of workers
- ✓ Be aware that onset of rinsing is key !!
- ✓ Decontamination agents can be useful

HOWEVER ...

The use of any decontamination agent may precede, but should not replace the abundant and prolonged (at least 15-20 minutes) rinsing of skin and eyes with water.

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Programme

How to protect our people 16h40 - 18h10 Chair: Marleen Pauwels

16h40	Recent health protection developments (protection against EMF, synthesis of mercury workshop ...)	Aline Hugé (Solvay)
17h10	How to deal with the EMF Directive	Jean-Claude Besson (Arkema)
17h40	The health effects of shift work	Marc Boeckx (Vynova Belgium)

Cocktail in exhibition hall 18h10 - 20h00

11h10	State of play on the new mercury regulation and application of the Minamata Convention	Christopher Allen (EU Commission)
11h40	Euro Chlor members gathering and sharing practical experiences in dismantling mercury electrolysis units	Jean-Pol Debelle
12h10	The mercury remediation challenge: matching regulatory closure goals and proven remediation techniques in the clean-up of chlor-alkali sites	David Cazaux (INOVYH)
14h50	Underground disposal of mercury waste for long term safety	Jerry Steinbach (K+S)
16h55	BATREC's mercury stabilisation technology	Gabriel Chiffrier (Batrec)

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- | | | |
|-------|--|------------------------------|
| 16h40 | Recent health protection developments
(the danger of burnout) | Aline Hugé (Solvay) |
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I hope you will enjoy this session !

Marleen Pauwels





Burn-out: risks and prevention

Aline Hugé
17 May 2017



Burn-out: risks and prevention

- Context
- Definition
- Risk factors
- Prevention

Context

Integrity of employees is a priority

- In human safety : progress has been made in the last decades
 - Over the years, employers adopted safety as a company value
 - **the objective is clear : no fatalities, no accident!**

- Concerning wellbeing at work, psycho-social risks and burn-out: progress still needs to be made
 - employers are confronted with issues they do not control completely
 - **The objective is less clear : is the topic really work-related ?**

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Context

- Statistics speak for themselves : people are suffering



“among the most challenging issues”

“impact significantly on the health of individuals, organisations and national economies”

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Context

2010 survey

- Amongst European workers:
 - 8% of Burn-out
 - 27 % of distress
 - 5 % depression



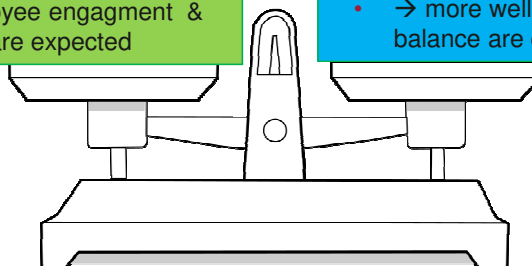
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Context

- Globalisation & Competitiveness
- Individualistic world-view
- Frequent re-organization
- New technologies
- Time Pressure
- → high employee engagement & performance are expected

- Employee's expectations changed
- Employees want their individual aspiration to be compatible with corporate objectives and values
- more personal fulfilment
- They are more emotionally engaged
- → more wellbeing and work-life balance are expected



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Burn-out : definition



Consequence of a long process
Clinical picture (several symptoms)
not easy to diagnose

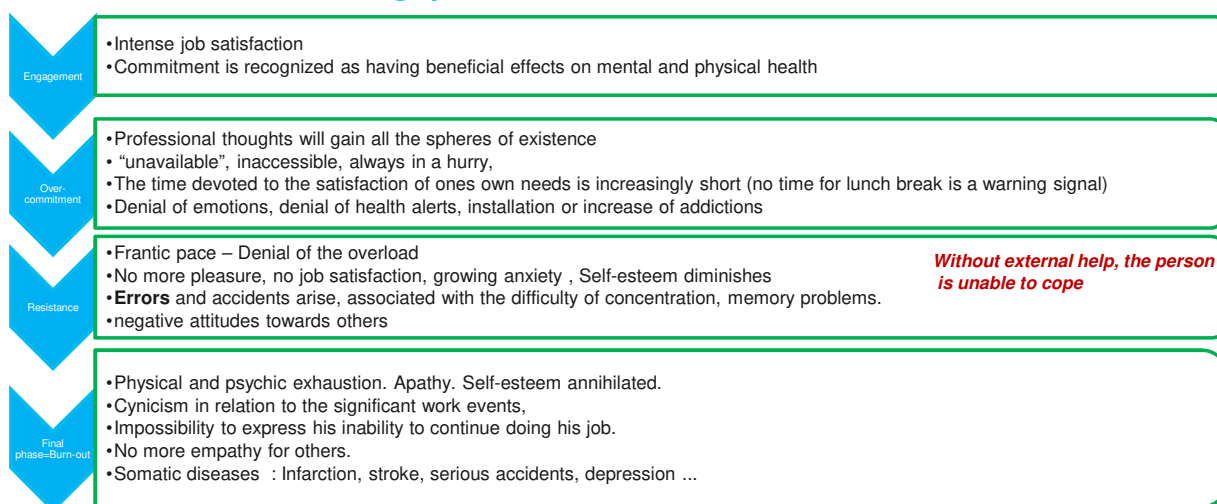
Intense physical, emotional and intellectual exhaustion
Sudden onset after a long process of resistance to stress which leads to the inability to act
Most of the time linked to **over-commitment** to work, leading very often to months of absenteeism
And...not disappearing simply by moving away from the stressful situation

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Burn-out : a long process *

* Dr. Agnès Martineau-Arbes



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Burn out : symptoms *

* Prof. Corten- University of Brussels- Erasmus Hospital

Essential

- ✓ Fatigability
- ✓ Immediate memory problems
- ✓ Concentration problems
- ✓ Irritability



« Lifting » smile

Accessory

Exhaustion
Early wakefulness
Phobia of crowds



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Burn out : Work-related factors of risk

❑ Mental demands

- Excessive workload resulting in imbalance between private and professional life
- Lack of material and human resources
- Intensity of work without recovery phases
- Lack of predictability of workload
- Culture of the Emergency

❑ Lack of **clarity on roles**

- ❑ Conflicts of **values** : impossibility to deliver quality

- ❑ Permanent **reorganizations** (without accompaniment)
- ❑ Lack of decision-making **latitude**
- ❑ Lack of **recognition**
- ❑ Conflicts of values : impossibility to deliver quality

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Burn out : Personal factors of risks

Some common characteristics have been observed :

- ✓ people highly committed to their work performance : « well made job »
- ✓ personal and professional values deeply rooted
- ✓ refuge in the work, the work is "used" as outlet of the anxiety
- ✓ difficulty to ask for help
- ✓ difficulty to let go
- ✓ concomitant social difficulties

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Burn out : Prevention

1. Organizational level

- no “taboo”, look facts in the face, communication
- avoid toxic level of “stressors” in the organization

2. Collective level

- **Train the managers** and inform all employees
- Identify risky work situations and act to correct situations
- Follow relevant indicators
absenteeism, accidents, medical visits for work-related illness.

3. Individual level

- Detect those persons who are at risk or already in difficulty and offer them the support they need (HR, occupational physician, external psychologist, management)
- Promote and **organize the return to work** involving a multidisciplinary team : adaptations of the work, welcome the employee after sickleave, follow up




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Thank you very much

Aline Hugé

