

Safe at work

Health and safety for non-danish workers in Danish farms

SEGES

STØTTET AF
Promilleafgiftsfonden for landbrug



Introduction

Welcome

- Safety is everybody's business
- Both managers and employees have a role to play

Who we are

LandboSyd – Dennis Calender, Head of Human relations and Health & Safety

Arbejdstilsynet – Karsten Zacho, inspector

Seges – Marianne Norup, Health & Safety Consultant



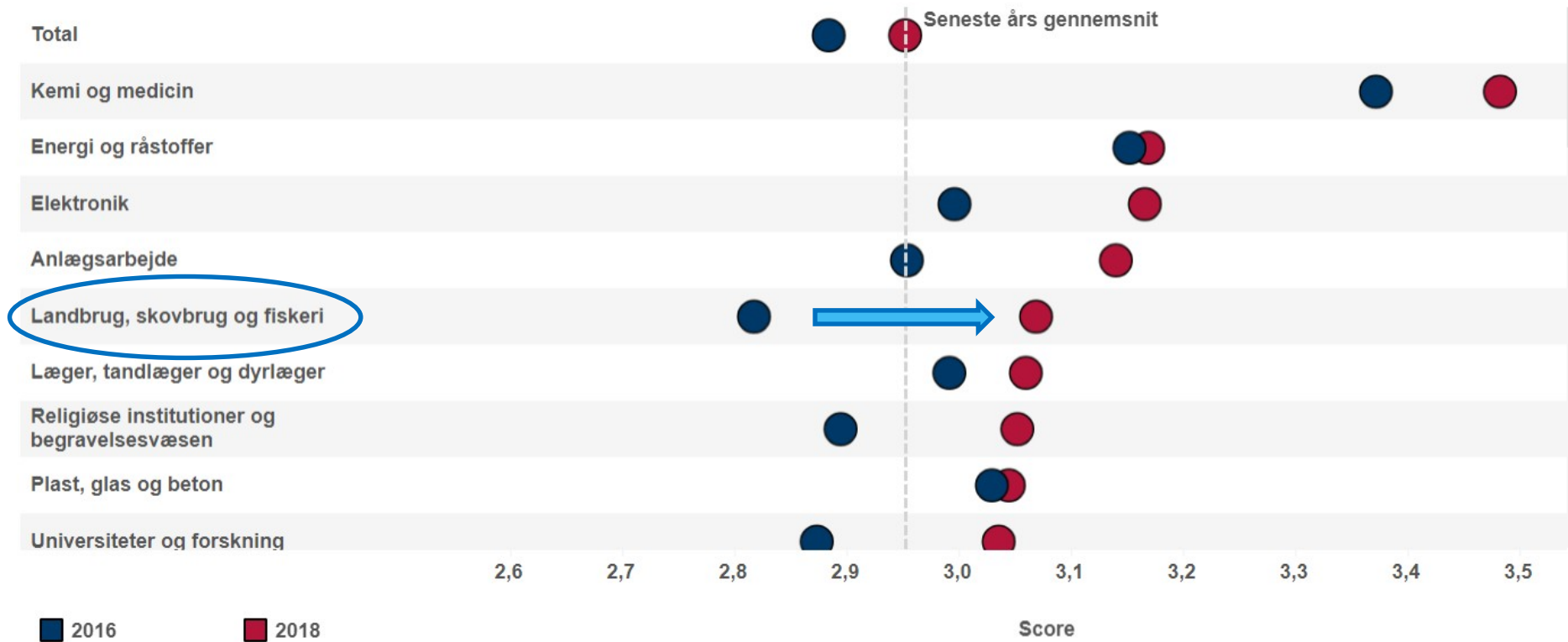
Survey of work place health and safety in Denmark 2018

- 35.000 workers in Denmark
- 2012 – 2014 – 2016 - 2018
- "Does your work place favour prevention of health and safety issues?"
- On a scale from 1 to 4



Focus on safety is high – and still rising

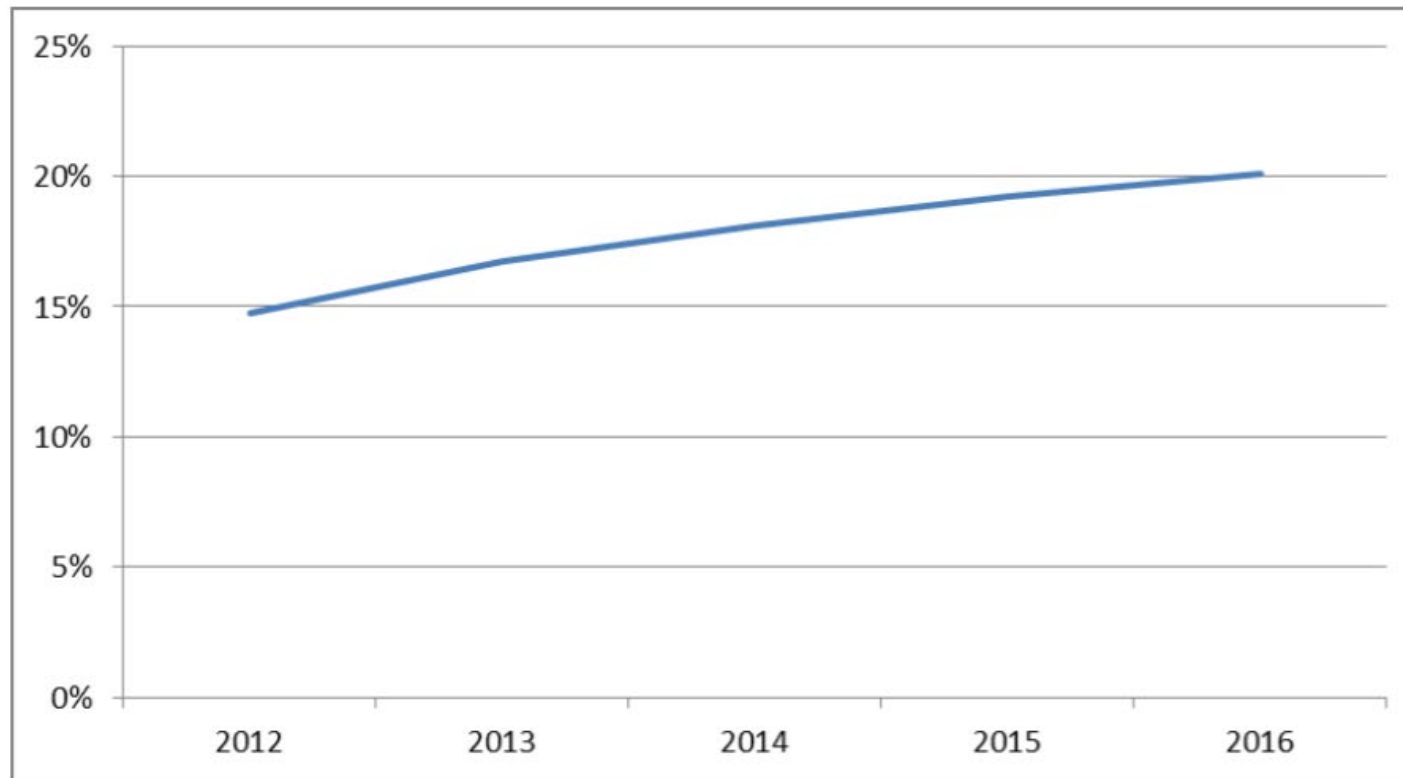
Farming + forresting and fishing has gone from 25th to 5th in 2 years!



Non-Danish employees are more at risk

Reported injuries 2012-16 for foreign citizens working in agriculture.

All reported work place injuries among foreign citizens in general is 7 pct.

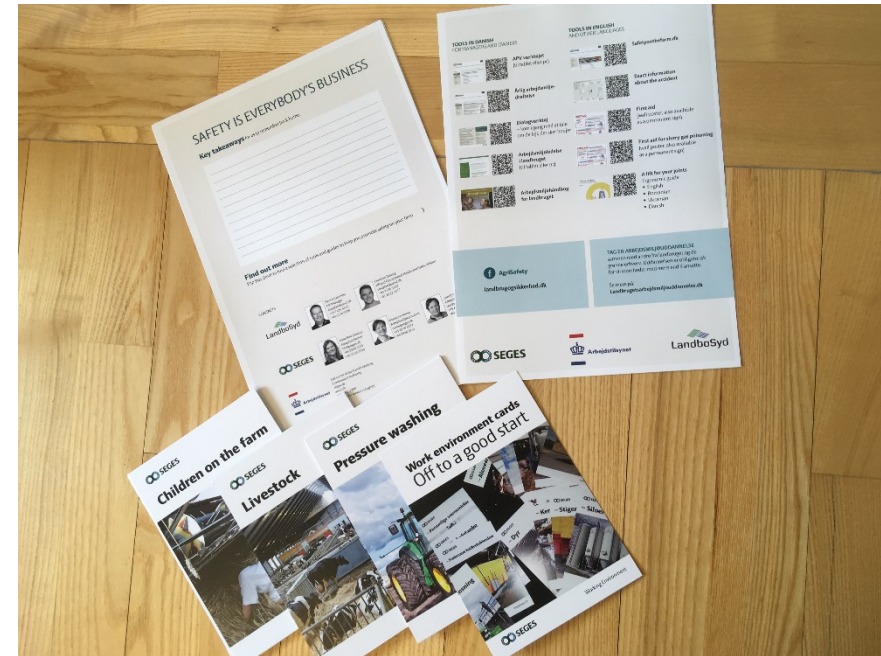


Source: www.amid.dk
"Work place accidents in
agriculture 2012-16"



Programme for this meeting

- Welcome and background
- Worklife examples by Adri Peereboom
- Proactive safety and comfort measure by Karsten and Dennis
- Sandwich break
- Identifying your dangerous situations and finding safety precautions
- Time to wrap up – key takeaways to bring home



Keeping a multinational staff safe and healthy...

Adri Peereboom, manager at "Morten Wenzel" Dairy farm

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Presentation of the farm

Adri Peereboom, manager

Morten Wenzel (company name)

Home to the Owner, Morten
Wenzel and his wife, Anne



Facts about the farm

- 850 dairy cows
- Both owner and his wife works on the farm
- 17 employees (full time/part time)
 - Danes, Romanians, Ukrainians
- Using board meetings to structure the work flow
- XX years of experience with multinational staff – learning by doing 😊



The introduction period

- Start in the milking section
- An experienced milker at the side
- As much time as needed until working on his own
- Close follow up
- Other tasks one by one



Rules and structure

- Board meetings
- SOP's – Standard Operation Procedures
- Pictures and signs
- The cows need routine and structure – no matter who is on the job



The daily communication



RULES OF BOARD-MEETING:

1. Turn off your mobile phone
2. Speak in a positive way
3. Do not sit down - have focus
4. Speak English
5. No jokes

MILKPARLOR

| | |
|----|----|
| 11 | 11 |
| 10 | 10 |
| 9 | 9 |
| 8 | 8 |
| 7 | 7 |
| 6 | 6 |
| 5 | 5 |
| 4 | 4 |
| 3 | 3 |
| 2 | 2 |
| 1 | 1 |

RESPECT routines

ACTIVITY

0 → 100%

more than 60% → INS

INS after 30 days from calving

Healthy call

tail out from body
ears up
I'm completely fine
eyes forward happy
standing nicely

Jumping around "Hops"
Temp: 38.8 - 39.2

Sick call

I'm not well
ears down
back hunched up (dorsal)
tail down (titled with out down)

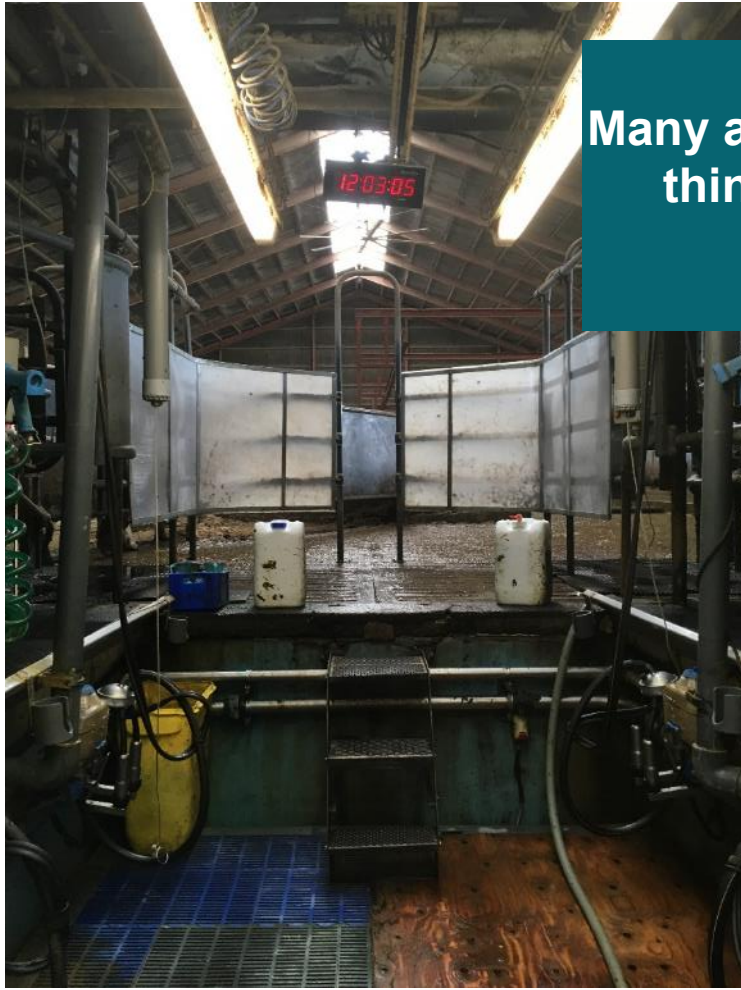
Temp higher than 39.2
Check nasal for infection

Sick call

Lying down but after
try to get up or not standing
I'm not at all well - watch me carefully!
ears in head

Temp higher than 39.2
look for pneumonia (breathing heavily)

Routines and time schedules



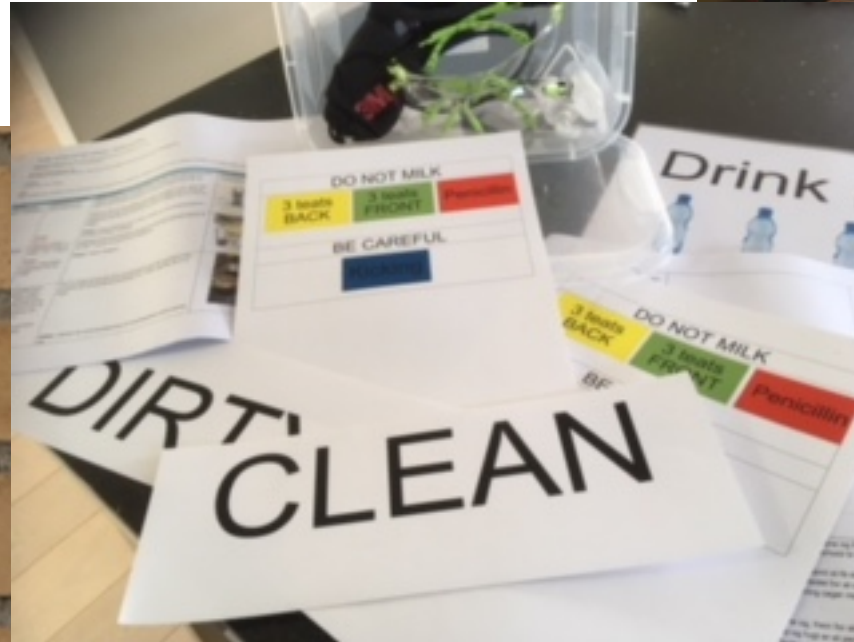
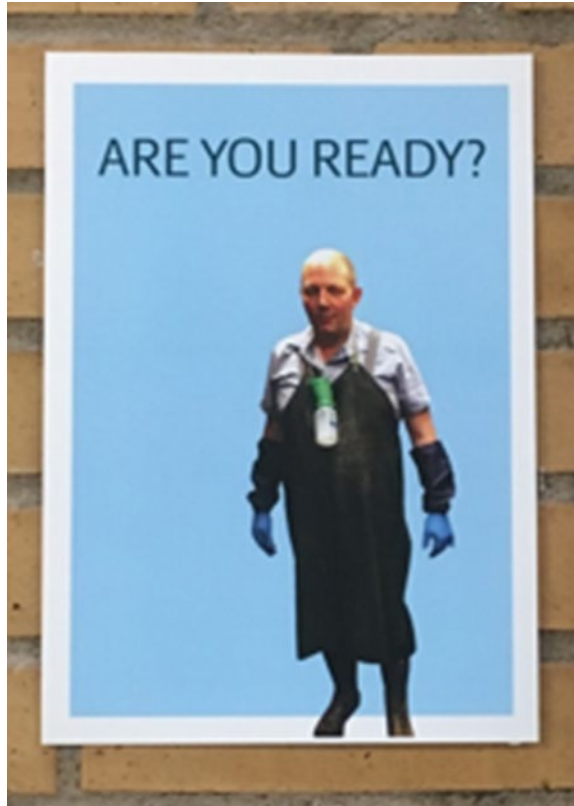
Many accidents happen because we think we need to hurry – even though we don't!



”Now, we manage to follow the routines. We check to see if we are on schedule. We feel more secure to see that we keep up with time. And we can adjust to each group of cows.”

Nudging – new ideas solving old problems

- Making work easier and safer at the same time



Thank you for your attention

Feel free to ask questions 😊