

energia cria energia

galp



Cuida-T* Program

*Cuida T = Take care of yourself

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BACKGROUND



Galp's Commitment:

At Galp we are committed to **ensuring the protection of the environment, people and assets**

Our employees' health is a fundamental value that should be promoted and preserved in Galp's strategy and activity, **making it a commitment of the whole organization.**

Sustainable Development Goal (SDG)

3

Ensure healthy lives and promote well-being for all at all ages.

CONTEXT

Our strategy

Our strategy for an effective management of our employees' health is based on the application of best practices, as indicated by international entities, and in compliance with a set of regulatory norms and internal guidelines.

In the process of defining this strategy, we contemplate the identification of new risks, which should be analyzed for all geographies; the development and implementation of an integrated health monitoring plan; and the monitoring of various health indicators.

Considering the associated risks with health and the need to manage them through a preventive approach, measures and actions are designed and implemented with the main objective to promote vigilance and change risk behaviors.

Importance of the topic for the Organisation and its Stakeholders

The health of our employees is an essential value to promote and preserve in the Galp's strategy and activity, turning into a commitment of the whole organization. Therefore, we consider that the physical and mental state of our people is crucial to the balance of their personal and professional lives. This balance contributes to the quality of each one life, as well as to the good performance and success of the company. The health status of employees affects key features of our organization such as productivity, the absenteeism, the staff turnover, security and quality, and the profitability.

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DESCRIPTION

The project

The Cuida-T program was born in Galp Sain with the purpose of contributing to improving the health of our employees, managing and reducing the risks inherent in their aging.

Having started in 2015, it is an innovative action that is structured in three phases:

Phase I: Find out how healthy each employee thinks (s)he is. In this phase, health is measured using subjective indicators;

Phase II: Quarterly implementation of specific medical examinations and analysis of the results. In the analysis of the results, health indicators associated with the risk of heart attack are controlled;

Phase III: Allocation of a Health Coach, an expert dietitian and a personal trainer to each participant; a team that supports each worker throughout the whole process, thus combining diet and exercise.

Every two weeks the Department of Hygiene and Safety at Work shall send health reports to all employees.

OBJECTIVES/MOTIVATION FOR IMPLEMENTATION

To promote health protection in a more comprehensive manner, taking into consideration all aspects of our employees' health (physical, mental and social).



PROJECT STRUCTURE

Data project

Employees involved: 85

Implementation time: 7 months.

Geographic scope: Madrid, Valencia, Barcelona

Investment value: 4.000 euros

Assessment mechanisms

The evaluation of the results is done taking into account the evolution of the values of:

- Body Mass Index (BMI)
- Blood pressure
- Triglycerides
- Cholesterol
- Glycoside

The employees with the best results will be awarded.

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RESULTS ACHIEVED



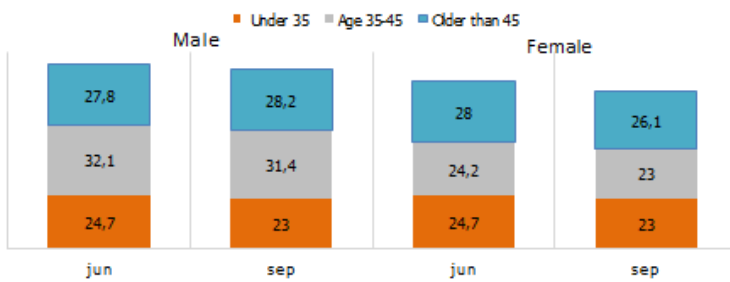
The program promotes the well-being of employees. It has also contributed to the reduction of absenteeism: last year the number of sick day decreased by 30%.

The decrease in down days and cost savings are given by *mutua de trabajo*¹.

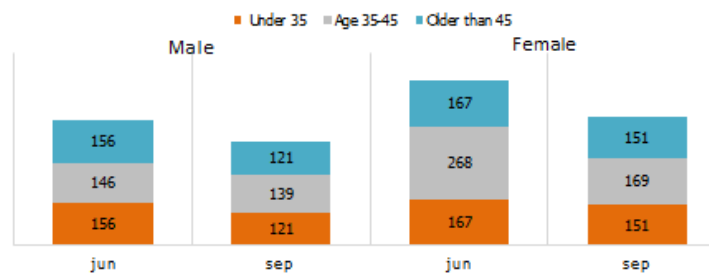
Indicators

- + 85 participating employees
- + Average Age of participants: 42 years old
- + 170 health Coaching sessions
- + 30% decrease in the number of sick days
- + 14% reduction in associated costs
- + Very positive evolution of the indicators Body Mass Index, Triglycerides, Total Cholesterol and Glycose

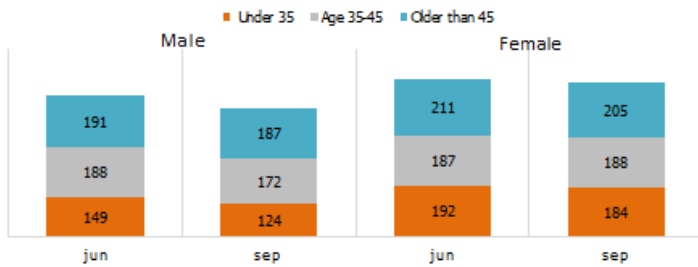
Body Mass Index



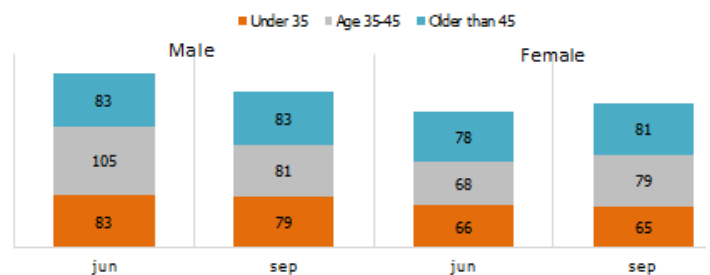
Triglycerides



Total cholesterol



Glycose



¹ *Mutua de trabajo*: Public system that manages the casualties of the workers, being who records the days lost and studies the evolution of the data.

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CONCLUSIONS

Learned lessons

This program has demonstrated that investment in promotion the adoption of healthy habits by the employees has very positive effects, personally and organizationally.

With a reduced investment, good communication of project objectives and the involvement of all stakeholders, it is possible to improve the health and well-being of our employees. This situation has a positive impact on employees' personal lives and in the company, results are found in increasing productivity and reducing expenses associated with health and absenteeism.

References

<https://osha.europa.eu/es/healthy-workplaces-campaigns/2016-17-campaign-healthy-workplaces-all-ages>

Author(s)

Galp's Environment, Quality, Safety and Sustainability Department on Spain.