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ACTION / SUBPROGRAM:	Key Action 2 / Strategic Partnerships
PROJECT TITLE:	“OSH+ for the European Agriculture sector - Stimulating growth in rural areas through capacity building for providers (and beneficiaries) of occupational medicine and OSH services”
Intellectual Output :	O4 – Course 1-Safety Experts – Training Materials – Case Study 4

AGROSH+

**C3 / Training Course for Safety Experts in
Agriculture**

**CASE STUDY 4 – Poultry farm
– eggs’ production
Greece**

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HOW THE CASE STUDIES WILL BE USED

Main features of the Case Studies

There will be five (5) Case Studies, namely two (2) from Romania, one (1) from Bulgaria, one (1) from Greece, and one (1) from Ireland).

Each one of these Case Studies will have to be designed, developed and documented based on an existing company, located in each of the countries mentioned above, working in the Agriculture economic sector, in any of the economic sub-sectors which are usually part of agriculture, namely:

- Aquaculture,
- Beekeeping – apiculture,
- Mollusk farming,
- Pisciculture (fish farming),
- Sericulture,
- Animal husbandry – Aviculture (poultry farming),
- Animal husbandry – Cattle,
- Animal husbandry – Sheep farming,
- Animal husbandry – pig farming,
- Horticulture,
- Forestry (Silviculture).

One of the main roles of the Case Studies is to serve as a “host” for collective exercises part of the training course for safety experts. Therefore due to pedagogical reasons there will be one (1) collective exercise based on each of the Case Studies, hence there will be 5 collective exercises. Each of these collective exercises will actually consist of multiple tasks assigned to the 3 groups of trainees that will attend the training course for safety experts; the reasoning behind this split/allocation of trainees in 3 groups is purely pedagogical, the overall number of trainees (15-20) will be split in smaller groups (5-7 trainees per group) so as to favor practical group work. Therefore it is necessary that the information provided for each Case Study is reach enough so as to inform the collective exercises. This could mean as well that some of the data within each Case Study will have to be made up so as to feed the various aspects of the collective exercises.

Roles and uses of the Case Studies

The five (5) Case Studies which are going to be developed are having mainly two very different roles.

1. Their first role is to be part of the second training course to be developed under the AGROSH+ project, namely the Training Course for Safety Experts providing services to companies in agriculture, are going to be part of the training materials of this training course. Therefore they should be considered as pedagogical material on which 5 collective exercises are going to be developed for the trainees which will attend the Training Course for Safety Experts.
2. On the other hand these five (5) Case Studies will also be a part of the Intellectual Output 10 “Guideline OSH”. Therefore their second role is to display features of Models of Good Practice in terms of preventative actions (related to both health and safety) taking place in companies within the agriculture economic sector. Therefore these Case Studies should be structured similarly, should definitely propose sound preventive programs, hence they should have a marketing / communication approach.

It is however obvious that for each of the five (5) Case Studies there will be two different versions, each one serving the purpose of fulfilling the two roles these Case Studies have, namely:

1. An extended version, rich in information, even enclosing “made up” sections of text (so as to better accommodate collective exercises).
2. A shorter version, more marketing oriented, to be agreed with the companies themselves, so as to be published in the “Guideline for OSH in Agriculture”.

Objectives of the Case Study

Each of the five (5) Case Studies will have to achieve the following objectives:

- 1) To provide enough background information so as each one of the Case Studies serves as the basis for a complex, comprehensive, and multiple-tasked collective exercise;
- 2) To provide enough information regarding the employees (and all related Human Resources matters) so as the Case Studies are well articulated on the companies’ workforce;
- 3) To provide enough information on all the hazards and risks, aiming to describe the applicable situation of the particular company for each of the risk factors categories

- (physical, chemical, ergonomic, biological, and psycho-social ones); Particular information needs to be given to each of these hazards/risks since they have the potential to be one of the richest sources of material and data for the Case Studies;
- 4) To provide enough information for existing or planned preventive programs and initiatives hosted in the company;
 - 5) To be developed using the template provided further on in this document, so as an acceptable level of comparability between the 5 Case Studies is achieved, facilitating therefore the process of developing three (3) collective exercises for each of the Case Studies;

What additional resources should be made available together with the Case Study

For each of the Case Studies there is necessary to provide multiple categories of data, of which some could be already available at the moment of the visit of the AGROSH+ project partner at the company, while some data will need to be gathered with the occasion of the visit/s. These categories of data could be the following (without being limited to them):

- Risk Assessment reports;
- Health Reports;
- Any other types of analysis reports concerning the workforce, or the working conditions (risk factors, etc.), ergonomics analysis, etc.;
- Pictures and videos displaying the working conditions (however respecting the privacy rules decided by the company);

CASE STUDIES TEMPLATE

General features of the company

Name of the company	POMFARM
Type of the company (LLC, etc.)	Poultry farming/egg production and processing 2 facilities/15 acres
Is the company a branch of a larger corporation	Independent family business
Address of the company	Megara, Attica prefecture
Types of accreditations & certifications the company has (ISO for Quality, for OSH, for Environment, others)	ISO 22000 HACCP – Food Safety Certification KOSHER production HALAL

Human Resources related data

Total number of employees	13 employees
Breakdown of employees per age / Less than 18 / 18-55 / older than 55	18-55
Breakdown of employees per gender / Male-Female	4 women 9 men
Other relevant Human Resources related data: number of employees with disabilities, number of employees known to be suffering of chronic diseases & taking daily medication, etc.	No data for disabilities or chronic diseases
Types of personnel per profession / specialization	Poultry workers/Farmers
Working time / Night shifts / Irregular work (seasonal work, temporary workers for some	Permanent employment relationship - 8 hours

peculiar operations like in vineyards, etc.)	per day (08.00 – 16.00)
Absenteeism data (medical absenteeism, not-justified absenteeism)	No absenteeism due to illnesses the last year

Economic sector and sub-sector in which the company works / types of operations, of equipment and of professions within the company

Economic sector and sub-sector in which the company is working / Agriculture / Any of the following subsectors (Aquaculture, Beekeeping – apiculture, Mollusk farming, Pisciculture (fish farming), Sericulture, Animal husbandry – Aviculture (poultry farming), Animal husbandry – Cattle, Animal husbandry – Sheep farming, Animal husbandry – pig farming, Horticulture, Forestry (Silviculture))	Poultry farm Egg production Egg processing
NACE codes held by the company	N/A
Main administrative divisions of the company (departments, productive areas, offices, etc.)	2 Poultry chambers (800 s.m. + 1.000 s.m.) 1 Storage area (200 s.m.) 1 Egg processing and standardization area (800 s.m.) 1 Office (40 s.m.)
Number of employees per administrative divisions	Egg processing: 6 employees Poultry farming: 3 employees Administration: 4 employees
Most important operations & working processes performed by the company (per	Poultry farming - caged hens/feeding, growing and production of eggs.

<p>administrative division if it is relevant only)</p> <p>For each of these operations the seasonal / time dependence should be given, should it be relevant</p>	<p>Every day, 12,000 eggs are born and processed.</p> <p>Every 2 years there is a renewal of the herd of the hens and complete disinfection of the area</p> <p>Daily egg processing: omelet production, boiled egg production</p>
<p>Most important pieces of equipment / tools / instruments used by the company for performing its operations</p>	<p>One (1) industrial refrigerator & One (1) industrial freezer</p> <p>Egg boiler and peeler</p> <p>Omelet maker</p> <p>Bird cages & bird feeder</p> <p>Egg collection machine</p>
<p>Most important professions of the employees performing the operations of the company, peculiar areas of expertise they possess (should this be applicable or relevant)</p>	<p>Unskilled workers</p> <p>Safety technician</p> <p>HACCP</p>

Description of the OSH

<p>How is OSH managed (internal service / external service / both)</p>	<p>Safety technician from an external service visiting the company twice a month</p>
<p>Is there an OSH committee set up (give details)</p>	<p>Yes, the head is the Health & Safety officer and the rest comprise members of the employees (3 people).</p> <p>ISO 22000 & HACCP Procedures</p>
<p>Are there employees 'representatives in the</p>	<p>Yes, 3 employees</p>

OSH committee (give details)	
Number of work-related accidents (LTI = Lost Time Injuries) / Number of fatalities / Number of First Aid Cases / Number of near misses	None recorded since 2005 when the company in its current form was founded
When has the last comprehensive Risk Assessment been performed / What method of Risk Assessment was used (please PROVIDE DETAILS as to what measurements were made, who did them, how, etc.)	<p>The last risk assessment was conducted in March 2018</p> <p>The safety technician conducted the risk assessment according to the descriptions of the Greek Institute for Health and Safety at Work and visits the facility twice a month</p>
Which are the most relevant hazards and risks which have been assessed in the company. Please be VERY exhaustive here and provide details per each category/sub-category of hazards and risks:	<p>The conducted Risk Assessment revealed the following hazards and risks though no incident has been reported:</p> <ol style="list-style-type: none"> 1. At the poultry farming section – caged animals / feeding, growing and production of eggs and the egg processing section – omelet production, boiled egg production and raw eggs packaging: Long hour standing, inhalation of dust and pathogenic microorganisms, risk of slipping on the wet floor surface, exposure to harmful gases, unsatisfactory ambient temperature, risk of non-use of personal protective equipment 2. At the Storage area: Injury due to heavy weight lifting, long hours standing, risk of non-use of personal protective equipment, musculoskeletal problems. 3. At the administration offices: Stress due to organizational issues, musculoskeletal problems.
<p>Chemical risks (types) - please provide details</p> <p>How many employees and what professions are exposed to this risk category</p>	<p>Use of disinfectants and industrial cleaning liquids</p> <p>The company regularly performs extermination procedures against rodents and disinfection procedures (once a month in the winter and twice a month in the summer using the services of an external extermination company and every 15 days the disinfection takes place from</p>

	<p>an external company using CRP cleaning method)</p> <p>Employees in the poultry farming and egg processing are exposed to these risks , meaning a total number of 9 workers</p> <p>The disinfection records are kept by the company.</p>
<p>Physical risks (temperatures, noise, light, air, electricity, etc.) - please provide details</p> <p>How many employees and what professions are exposed to this risk category</p>	<p>Noise from the use of machinery</p> <p>Heat and cold in poultry growing and egg processing areas</p> <p>9 unskilled employees are involved and are exposed to these risks</p> <ul style="list-style-type: none"> ❖ The employees are protected from the poultry dust with masks, uniforms, gloves and boots
<p>Biological risks-please provide details - please provide details</p> <p>How many employees and what professions are exposed to this risk category</p>	<p>Avian Influenza and other zoonosis</p> <p>Organic and inorganic materials containing poultry feces, feathers, and soil</p> <p>Viruses and fungus</p> <p>Smell</p> <p>All the 9 employees are exposed to these hazards, but they are protected from them with uniforms, masks and gloves. They also use changing rooms where they can change and wash their clothes</p>
<p>Ergonomic risks - please provide details</p> <p>How many employees and what professions are exposed to this risk category</p>	<p>Heavy loads – Egg processing employees are exposed</p> <p>Repetitive tasks – Egg processing employees are exposed</p> <p>Injury from equipment – Egg processing</p>

	<p>employees are exposed</p> <p>Slipping from wet floors – All employees are exposed</p>
<p>Psycho-social risks-please provide details - How many employees and what professions are exposed to this risk category</p>	<p>Periodic rapid workload depending on client demands which though have not had a reported negative effect on employees</p> <p>Repetitive work (occasionally)</p> <p>Humdrum work (occasionally)</p> <p>All the employees</p>
<p>Are safety induction information sessions being offered regularly to employees (provide details who is doing them, how often, what topics are usually approached, are there additional materials being used)</p>	<p>Informative seminars in the occasion of renewal of the granted standards i.e. ISO 22000 are held annually.</p> <p>Recommendations by the safety technician during his visits to the facility twice a month for the systematic use of protection measures and equipment by the workers</p> <p>Leaflets with guidelines on H&S issues produced by Hellenic Health and Safety Institute are distributed to the employees occasionally and during the seminars</p>
<p>Any other information & preventive OSH programs / projects / actions / initiatives organized in the company</p> <p>Please provide details concerning:</p> <p>Topic of the OSH preventive program;</p> <p>Target Group of the OSH preventive program (whole company/department);</p> <p>General objective of the OSH preventive</p>	<p>The employer has been trained as Safety Technician but he has hired an external collaborator for health and safety issues.</p> <p>http://www.pomfarm.com/greek.html</p>

<p>program;</p> <p>Specific objectives of the OSH preventive program;</p> <p>Activities of the OSH preventive program;</p> <p>Results of the OSH preventive program;</p> <p>Dissemination materials produced as part of the OSH preventive program (factsheets, posters, brochures, guidelines, videos, movies, etc.);</p>	
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Description of the occupational medicine services

How are the occupational medicine services managed (provide details: is it an independent office of occupational medicine, a clinic, a large provider of occupational medicine services, etc.)	The company has less than 50 employees and according to Greek law it is not required to employ an occupational physician
Is there medical staff (doctor or nurse or hygienist) on the company premises / Is there a medical office on the company premises / Are there First Aid boxes on the company premises	<p>The company has a Health & Safety Technician visiting the premises twice a month</p> <p>The company has first aid boxes equipped and inspected by the safety technician on the two main areas of activity – poultry farm and egg processing</p>
Number & type of occupational diseases diagnosed in the company / Number & type if work related diseases diagnosed in the company	None reported
Pre-employment & Regular medical check-ups	<p>Employees need to undergo and provide a complete health check (including chest x-ray, blood, urine and feces examinations) every 5 years.</p> <p>These medical records are kept by the company</p>

<p>Are health information sessions being offered regularly to employees (provide details who is doing them, how often, what topics are usually approached, are there additional materials being used)</p>	<p>Within the framework of ISO22000 renewal policy each year employees receive information concerning health & safety issues and issues related to quality</p> <p>The safety technician gives specific health & safety recommendations to the employer</p>
<p>Any other Occupational Medicine & Workplace Health Promotion programs / projects / actions / initiatives organized in the company (provide details)</p>	<p>None mentioned</p>
<p>Any other preventive actions performed in the company</p>	<p>Preventive vaccines to the hens</p> <p>Veterinary doctor/checks poultry monthly</p> <p>The waste is collected in special containers</p> <p>The dry cesspits are allowed once per six months</p> <p>Every day 2-3 hens die and are taken by an authorized external collaborator</p> <p>Every 2 years there is a renewal of the herd of the hens and a complete disinfection of the area is carried out</p> <p>The water for the hens comes from the municipality network and it is not exposed to ambient air</p> <p>There is proper ventilation at the poultry farming area which keeps the temperature steady</p> <p><i>Protective measures: uniforms, masks, goggles, gloves, gripper shoes, clean floors, sign labels (exit)</i></p>

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Ergonomic guidelines from North American Meat Institute (2016) for Work Safety in the Meat and Poultry Industry (employers):

<https://www.meatinstitute.org/index.php?ht=a/GetDocumentAction/i/128394>

Preventive measures for MSD among employees at a poultry processing plant (CDC, 2015):

<https://www.osha.gov/Publications/OSHA3213.pdf>

2013 Occupational Safety and Health Administration Guidelines for Poultry Processing and recommendations from poultry industry groups –

https://www.osha.gov/dep/leps/RegionIV/reg4_fy2018_CPL-18-09_poultry.pdf

Poultry Industry Workplace Safety Issue Kit -

https://www.uspoultry.org/training/online/workplacesafety/Worker_Safety/guidelines/Workplace_Safety_Issue_Kit.pdf

FSIS Safety and Security Guidelines for the Transportation and Distribution of Meat, Poultry, and Egg Products - https://www.fsis.usda.gov/shared/PDF/Transportation_Security_Guidelines.pdf