

## Special Workplace Assessment

Special assessment of working conditions is performed pursuant to regulatory documents regulating working conditions.

The results of such assessment are applied for:

- elaboration and implementation of activities aimed at improvement of employee working conditions;
- informing employees of working conditions at their workplaces, on the existing risk of health deterioration, on measures of protection from harmful and (or) hazardous production factors and on protection and benefits due to employees working in harmful and (or) hazardous working conditions;
- provision of employees with PPE, as well as equipping workplaces with collective protective equipment;
- monitoring working conditions at workplaces;
- organization of preliminary and regular medical examinations of employees;
- determination of employee benefits and compensations;
- determination of additional tariff of insurance contributions to the Pension Fund of the Russian Federation;
- calculation of discounts to the insurance tariff for compulsory social insurance against occupational accidents and diseases.
- substantiation of funding activities to improve working conditions and occupational health and safety;
- investigation of whether employee diseases are impacted by harmful and (or) hazardous production factors at their workplace, as well as investigation of occupational accidents and diseases;
- assessment of professional risks.

Branch/IDGC	Special assessment of working conditions in 2014, WKS:	Amount of funding, RUB million	Certifying organization
Arkhenenergo	0	0.15	FSUE PD Oktyabr
Vologdaenergo	53	0.07	CJSC Ecoconsult, Cherepovets
Karelenenergo	275	0.3	000 SZCOT
Kolenergo	136	0.3	CJSC Klinitskiy Institute of Occupation Health and Safety, OLS-Complect
Komienergo	43	0.11	NordARM & S LTD;  Center of Attestation and Certification LTD  CJSC Klinitskiy Institute of Working conditions and Protection, OLS-Complect
Novgorodenergo	No		
Pskovenergo	No		
IDGC of the North-West	507	0.93	

Based on the results of workplace assessment/special assessment of working conditions, Action Plans were developed and approved to improve working conditions and occupational health and safety, with responsible employees designated.

In order to reduce harmful production factors at workplaces where there is no possibility to carry out constructive activities, the following organizational measures were developed:

- provide regulated breaks in order to prevent hypothermia when working outside in the cold season;
- use PPE for hearing protection from harmful noise;
- use vibration-absorbing floors and footwear to reduce harmful vibration effect;
- comply with work and rest schedule to reduce negative impacts of tensions and challenges at work;
- use portable lights to create normal lighting conditions in the equipment service zone.

If workplace harmful production factors cannot be eliminated or reduced (transformer oil when working with oil-filled equipment, stressful working process (coupled with harmful and hazardous production factors), a compensation is paid for harmful working conditions, additional leave days are given, and milk (and other equivalent food products) are supplied.

All employees of JSC IDGC of the North-West, except for those recruited in 2014, are provided with clothing resistant to thermal influence of electric arc. The percentage of those provided with summer and winter clothing reaches 99.7%.