

Best practice in Health & Safety sphere in Russia

Refunding of H&S advancement

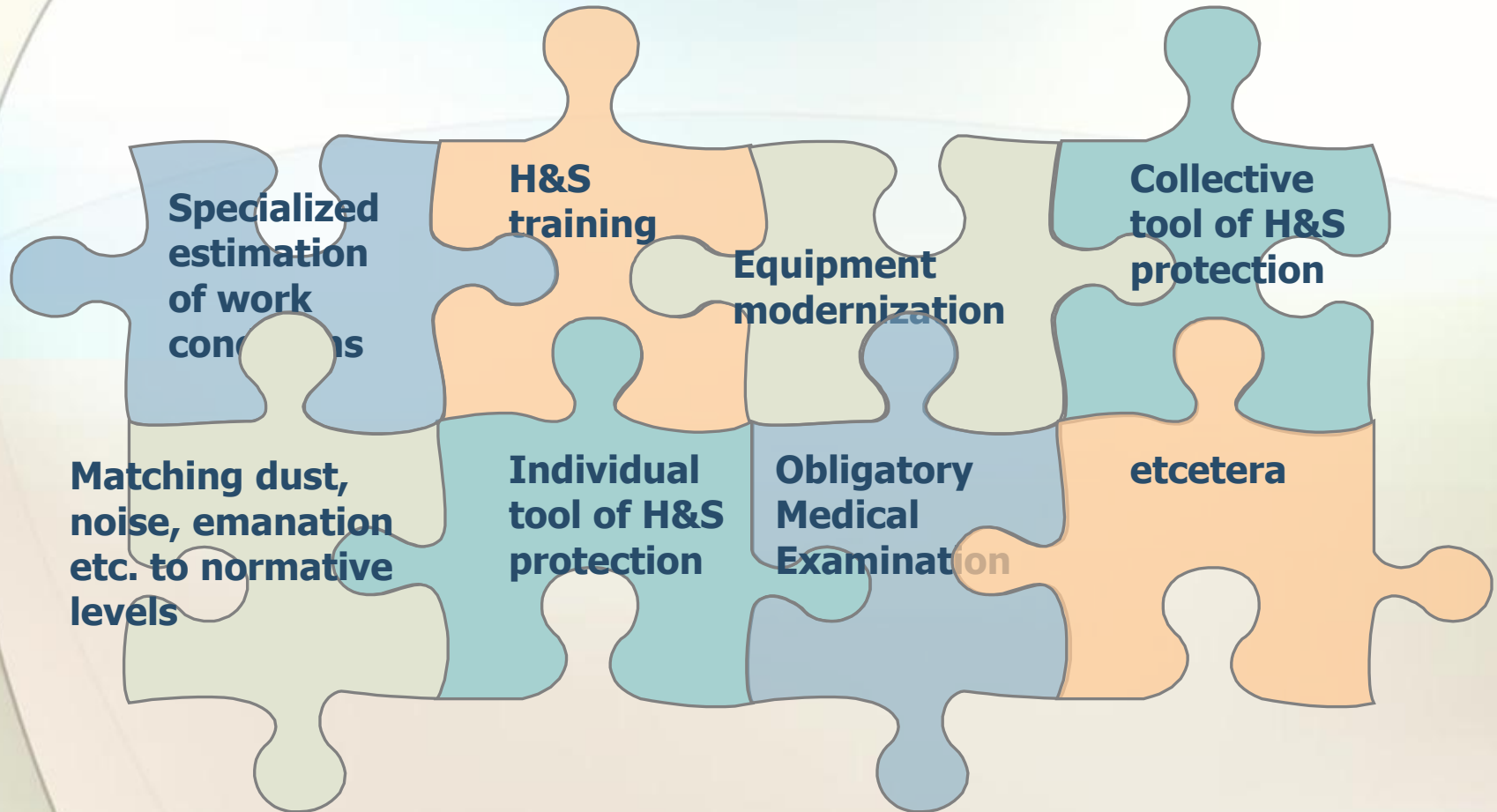
H&S activity

- In accordance with Labor Code of RF the employer have to ensure nonhazardous work conditions
- Health & Safety activities can be classified as stable infinite improvement process

H&S activity

- In practice H & S activities can be classified into two categories, namely, expensive and very expensive
- We will try to determine: “What can be refunded in H&S sphere”

H&S expense



Public Documents

- Federal Law No. 125 –FZ “Obligatory social insurance from accident and professional disease” dated 24.07.98
- Federal Law No. 179 –FZ “Underwriting rate of social insurance from accident and professional disease” dated 24.12.05

Public Documents

- Order of Ministry of Labor and Social Protection No. 625n “Classification kind of work activity according to professional risk” dated 25.12.12
- Order Ministry of Labor and Social Protection No. 103n of 20.02.14 “Changes in Labor Ministry’ public documents ”

Rate of insurance

- I class professional risk 0.2%
- II class professional risk 0.3%
- XIV class professional risk 1.5%
- XXV class professional risk 4.5%
- XXXII class professional risk 8.5%

Refunding of H&S spending

Up to 20% of taxes paid for “Accidence & professional disease” can be put on financing H&S activity and cut down in spending

- Specialized estimation of work conditions
- H&S education

Refunding of H&S spending

- Obligatory periodical Medical Examination
- Individual tools of H&S protection
- Sanatorium-and-spa treatment of the staff working in dangerous conditions
- Etc.

Fund of Social Insurance

- To hand in FSI an application
- Finance plan of H&S activity
- Contract with certified company
- List of pre-planned activity: staff to be examined, work places to be evaluate, etc.

Summary

Let's try, it's not much of a risk,
to refund at least part of
charges in H&S sphere

Questions and answers



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