

A CLEANER, HEALTHIER & SAFER WORKPLACE | NARODA

Challenge

To boost safety, productivity and overall morale by enhancing cleanliness at workplace and at the shop-floor where thousands of employees and FLMs work every day. The challenge is compounded because the shop-floor is inhabited by three sets of FLMs as the manufacturing facility operates all three shifts.

Intervention

We launched the 'Swachh, Swasth, Surakshit' (Clean, Healthy, Secure) programme at Naroda with an aim to:

Improve cleanliness/ hygiene and bring in greater process discipline on the shop-floor

Rewards and recognition for quality, 6S, ideas/suggestions and attendance

Improve the FLMs' morale and ownership

Healthy competition is a continual source of motivation and therefore we gamified cleanliness and safety. Created teams and introduced a system of audit, points and rewards.



- Multiple teams have been formed across various processes
- Each team has a supervisor or a foreman whose job is to ensure that the team maintains optimum levels of cleanliness, safety and quality in their respective shop-floors
- Regular as well as surprise audits are conducted and the groups are given points on all three aforementioned parameters
- Based on the scores and feedback of department heads, every month the best performing team, the best 6S zones and the best individual contributors are identified and felicitated with certificates and a rolling trophy

Outcomes

CLEANER SURROUNDINGS

IMPROVED ENTHUSIASM FOR WORK

GREATER OWNERSHIP OF THEIR OWN WORKSPACE

ENHANCED MAINTENANCE SCHEDULES

