

Our SHE goals and performance

Roche illness rate (RIR) and occupational illnesses

In Roche's philosophy of health and safety, our employees are our most valuable resource. It is important for employees to work in an environment which is as healthy and as safe as possible. Here, for example, safety and health committees have been introduced at virtually all Roche Group companies engaged in technical activities (production, laboratories and workshops).

The Roche Illness Rate (RIR) corresponds to the number of working days lost per employee each year due to an occupational disease. It is calculated as lost days x 1800/total hours worked (1800 represents the average working hours of a man-year).

Figures for cases of occupational illnesses in Roche operations are very low and therefore variable. Fluctuations between reporting years, thus, cannot necessarily be considered as a trend.

The total number of reported cases of occupational illnesses increased by almost 31% to 148 (2019: 113). Nevertheless, the number of working days lost decreased by approximately 12% to 1,093 (2019: 1,236). The overall effect was a further decrease of 15.8% in the RIR, from 0.013 to 0.011. The 3-year average of lost time illness rate (LTIR) which defines the number of illnesses per 200,000 working hours, decreased by almost 3% in 2020 from 0.158 to 0.153. The types of illnesses reported have remained unchanged over recent years but do include Covid-19 cases this year. Locomotor disorders continue to be the most common. Most of these are back problems and especially inflammation of the upper limbs caused by repetitive movements (e.g. using computer workstations). Illnesses attributable to the use of chemicals are limited to allergies and there were no reported cases of poisoning.

