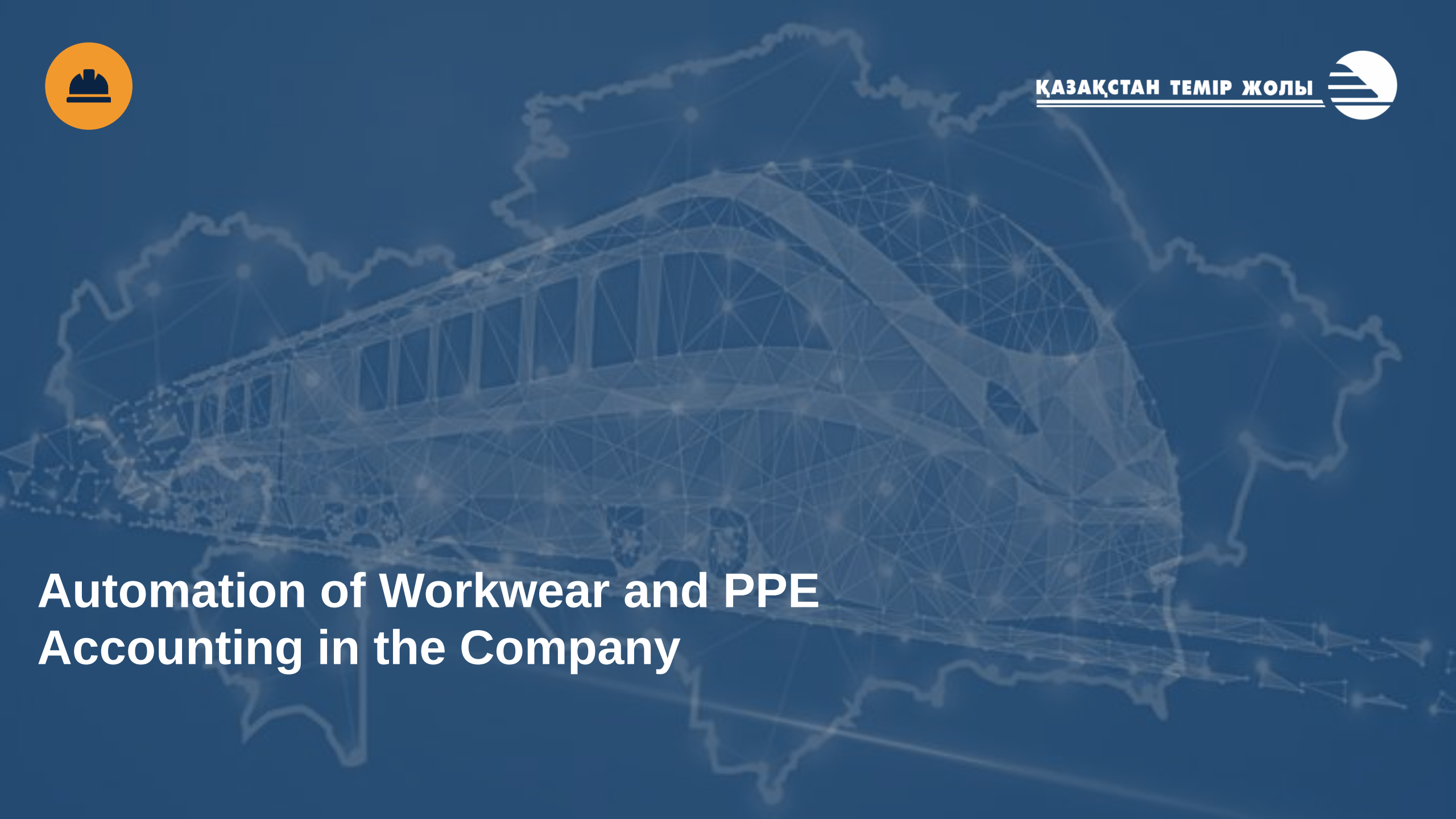
ҚАЗАҚСТАН ТЕМІР ЖОЛЫ



Automation of Workwear and PPE Accounting in the Company

Project Background and Challenges

Lack of workwear and PPE provision may result in fines (government authority)

Dissatisfaction with the quality of workwear and PPE (Social Stability Index)

Violations related to failure to provide workwear and PPE are identified during scheduled inspections

Occupational injuries among employees caused by the lack of workwear and PPE

Employees refuse to perform work if not provided with PPE – work deadlines are missed

When PPE is not issued for 2-3 years, employees develop a careless attitude towards using PPE at work

“Work stoppages” by inspection services due to employees lacking workwear and PPE mean production losses

Process Before Automation

Planning: the request is prepared at the beginning of the year, more than 1.5 years before the actual delivery

1. Enterprises manually analyze workwear and PPE needs
2. Purchase requests are collected from sites once a year (at the beginning of the year, planning is done for the following year)
3. The summary table is sent for approval within the division: the occupational health and safety service checks the wear periods and quantities of workwear and PPE, and management approves it
4. The final plan for the next year is sent to structural divisions for approval
5. The supplier delivers to material bases once a year
6. A large number of employees from different departments are involved
7. Quarterly-annual stock is kept in warehouses
8. Mismatch between the sizes of delivered clothing and employees' actual sizes is discovered at the time of issue

Organizational Work Before the Project Start

Planning workwear and PPE provision requires all consumption points to switch to mandatory use of the electronic system for workwear and PPE accounting and issue

1. Roadmap for automating the workwear and PPE accounting and issue process
2. Standardization of technical specifications for workwear and PPE materials
3. Creation of a material master with breakdown by size ranges
4. Providing office equipment to workplaces of financially responsible persons
5. Collection of employee sizes

Main Work

01

As part of the Category Procurement Strategy for the “Workwear” category, Workwear and PPE Provision Standards were developed and approved by the Ministry of Labor of the RK

02

HR services entered employee size range data into SAP HR (more than 100 thousand employees)

03

New material numbers were created in the material master for workwear items according to size ranges

04

End-to-end process logic for planning and accounting in SAP was developed (maximum use of standard system functionality). Corresponding settings for workwear and PPE accounting were configured

05

An inventory of workwear and PPE warehouse stock was carried out. Current stock was transferred from old material numbers to new ones according to workwear and PPE sizes

06

On February 24, 2025, as part of the Roadmap, NZhS-3 Pavlodar was selected as a pilot (storekeepers of line enterprises at regional consumption points)

Scale and geography of the project



Entry of Employee Anthropometric Data by the HR Service

просмотр Внутренние данные:

Коммуникация

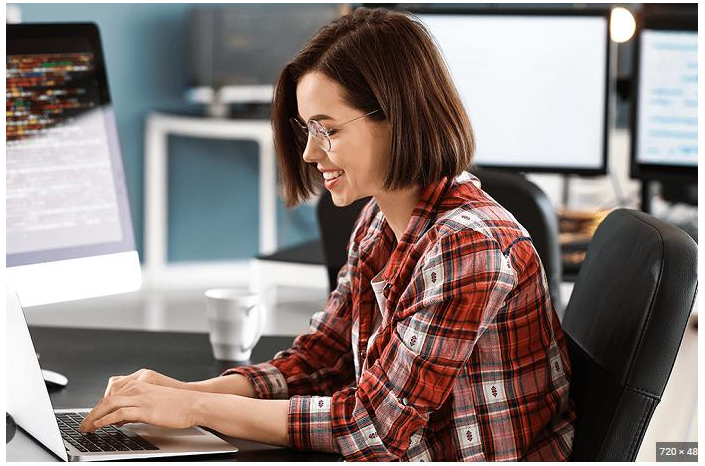
Табельный №	89275	Договор	00089275 73169361 00089275		
ФИО	Жамалбаев Ерканат Рамазанович				
Дата приема	12.05.2003	ГруппСотрудн	1	Штатный сотрудник	
РаздПерснл	0407 МБ Павлодар	КтгрСотр	51	РабочиеДвижПоездов	
Дейст.	01.07.2019 по	31.12.9999	Изм.	05.11.2020	1600089416

Идентификация сотрудника

Прежний табельный №	
Служебный пропуск	

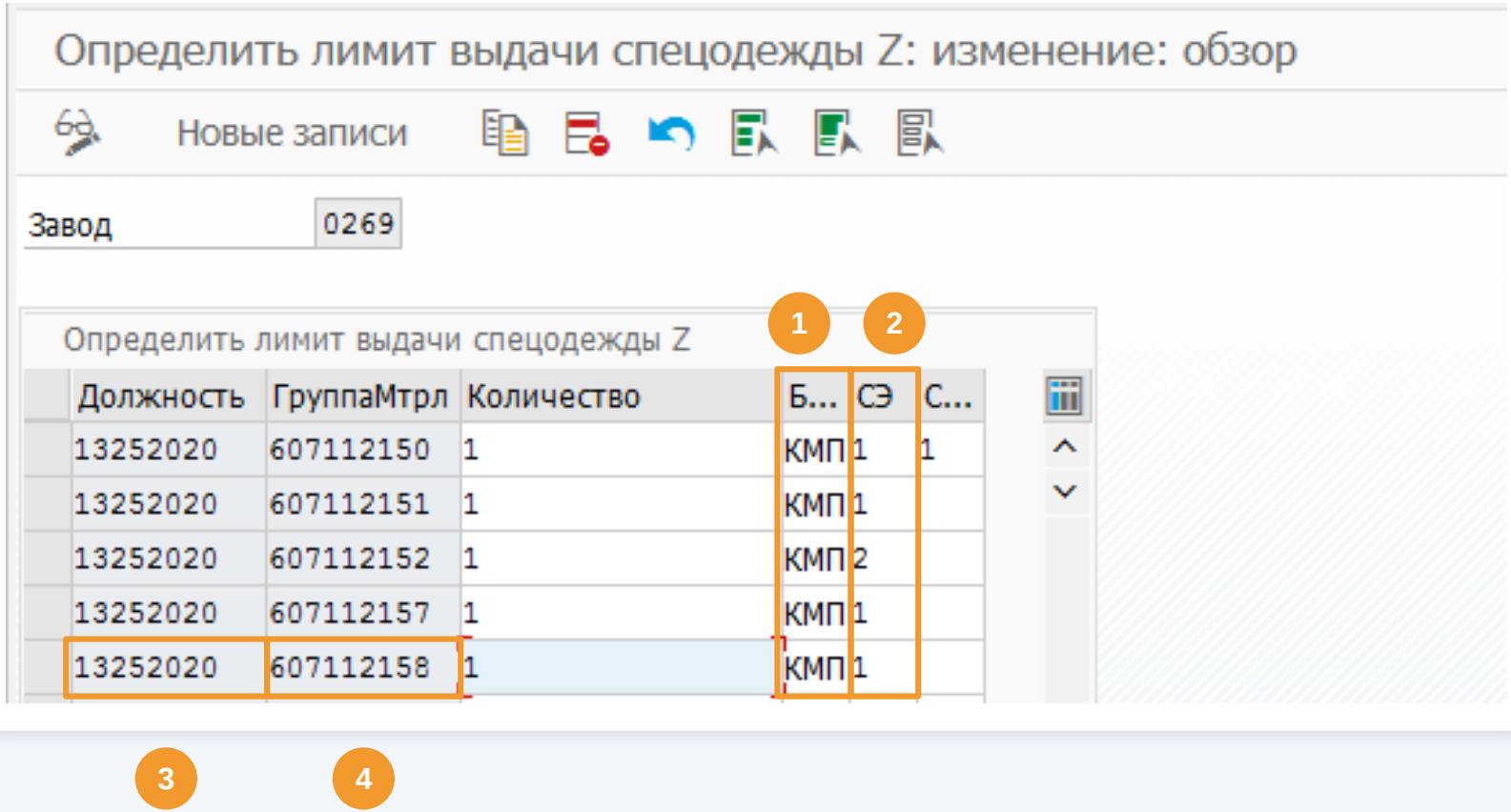
Дополнительные поля

Рост	155
Размер одежды	50
Размер обуви	40,0
Разм. головн. убора	58
Размер воротника	41
Размер перчаток	24
Размер носков	40
Размер респиратора	2
Размер противогаза	2
Обхват талии	80
Обхват груди	90



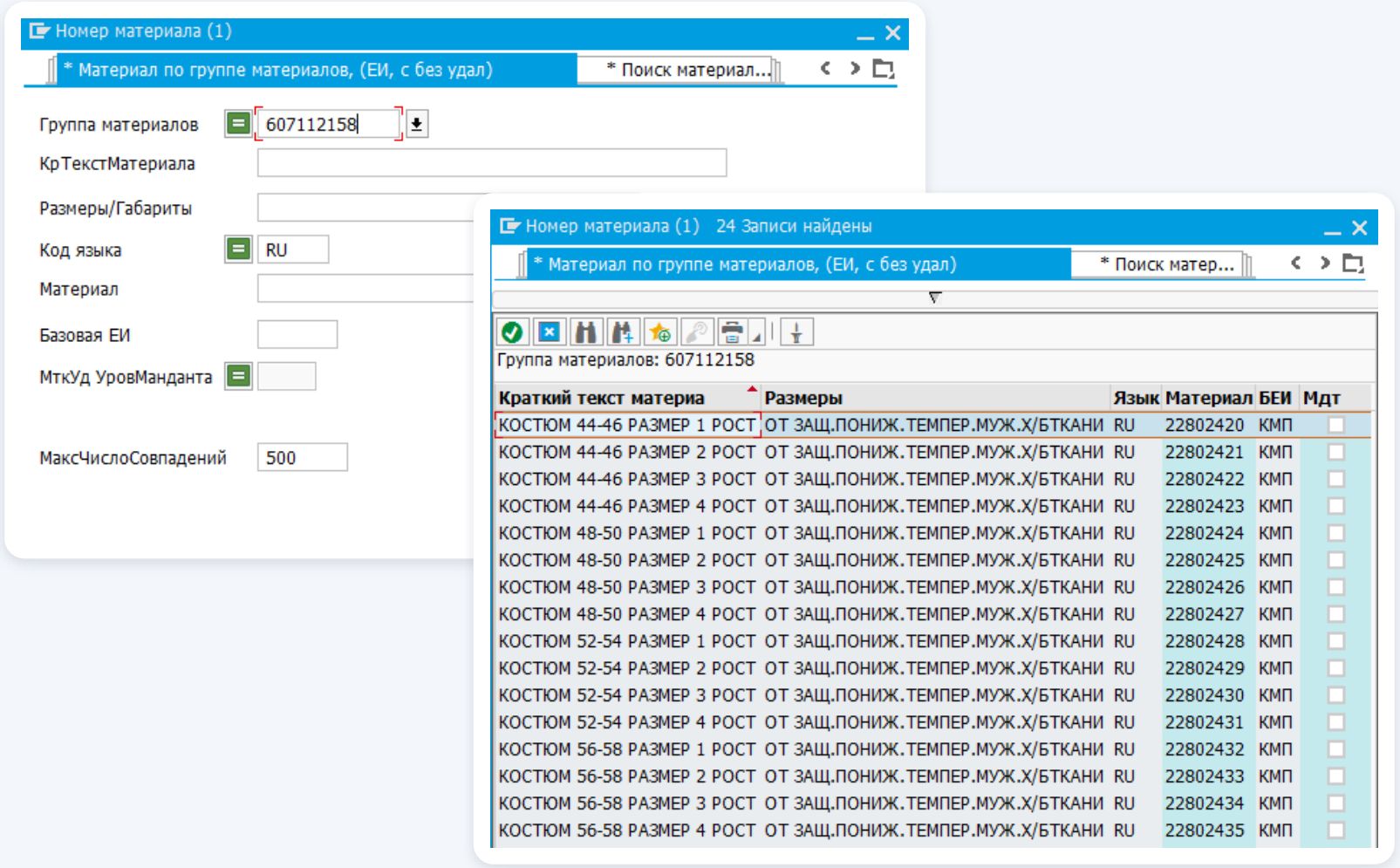


Maintaining Issue Limits for Workwear and Equipment



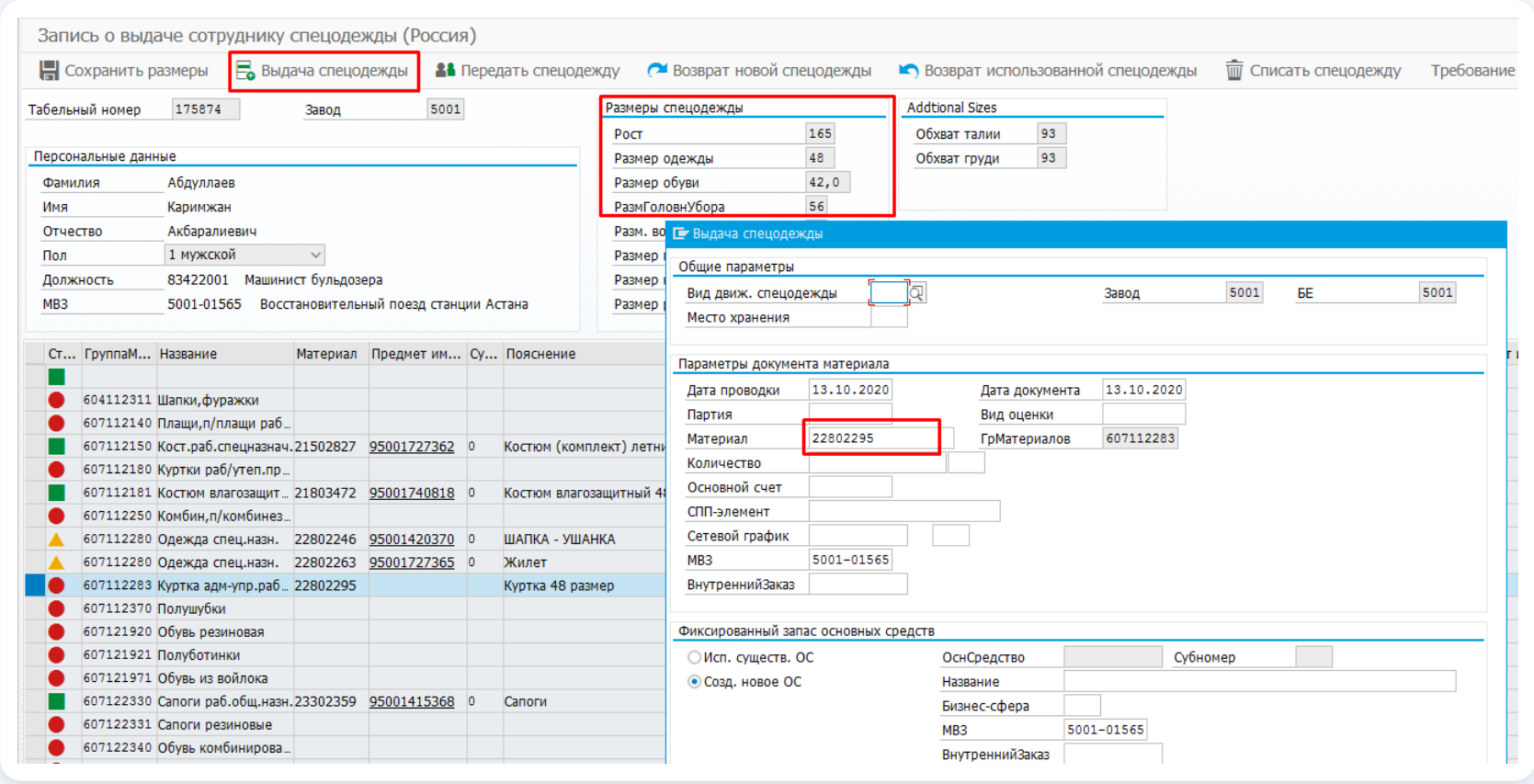
1. Base unit of measure
2. Service life (years)
3. 13252020 Head of Track Distance
4. 607112158 - Material Group (Suit)

Material Group. Material Number



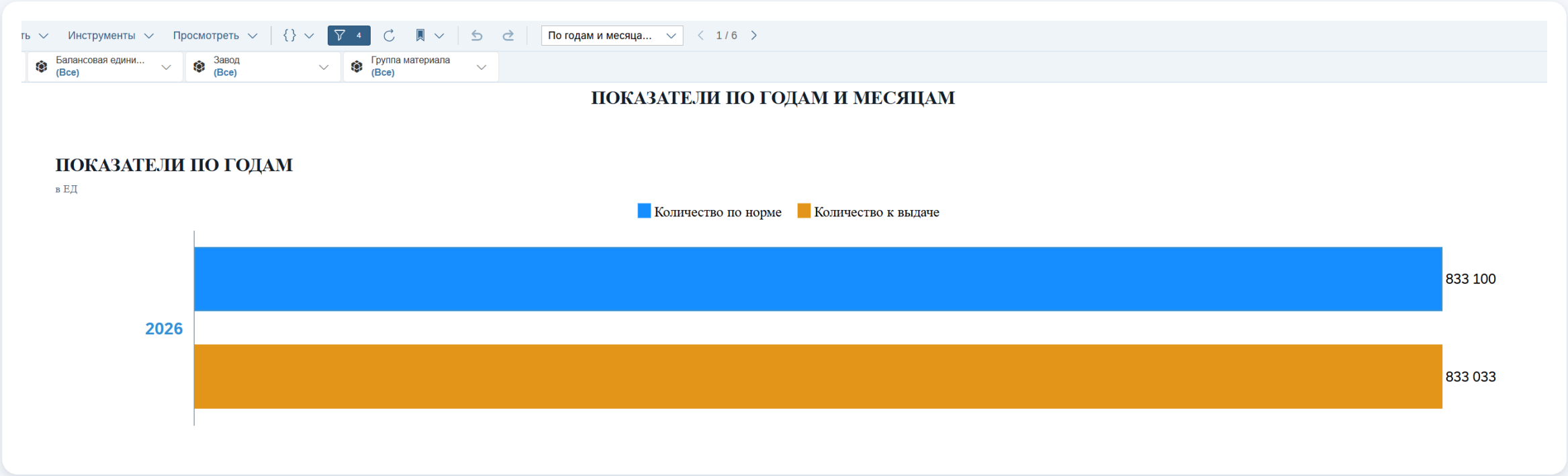
New material groups were created, including material numbers according to employee size ranges

Search for a Suitable Material in the Master Data

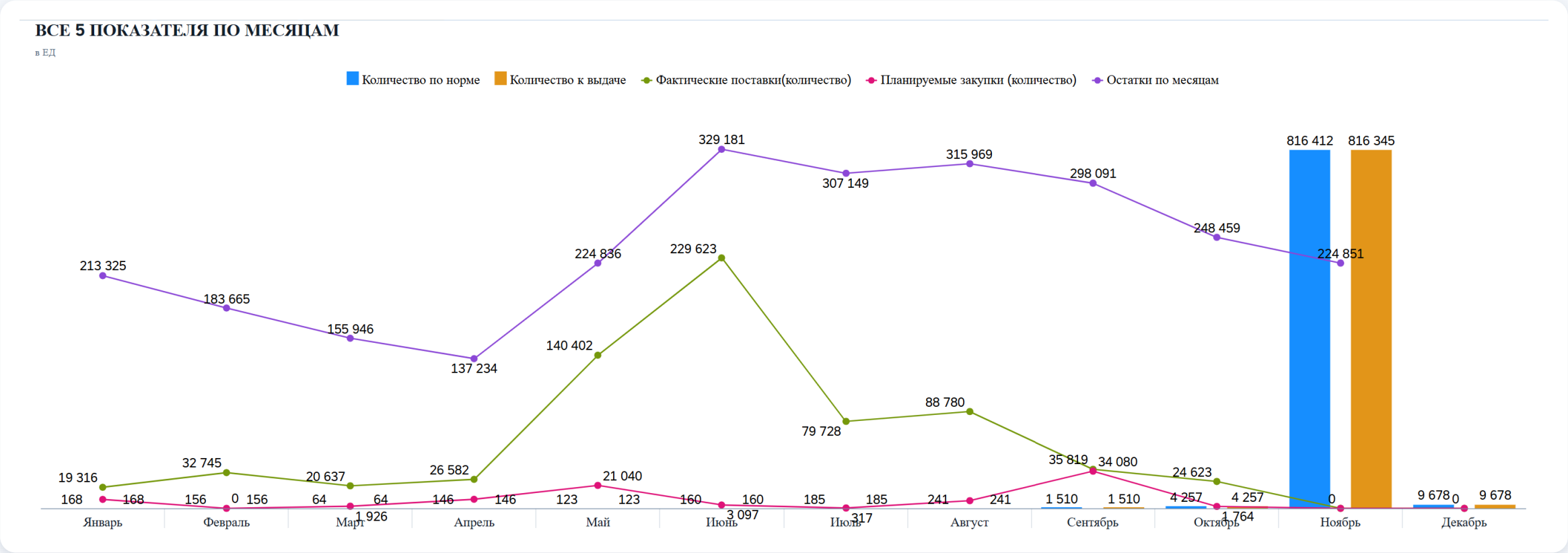


Based on anthropometric data, the corresponding material number is found automatically

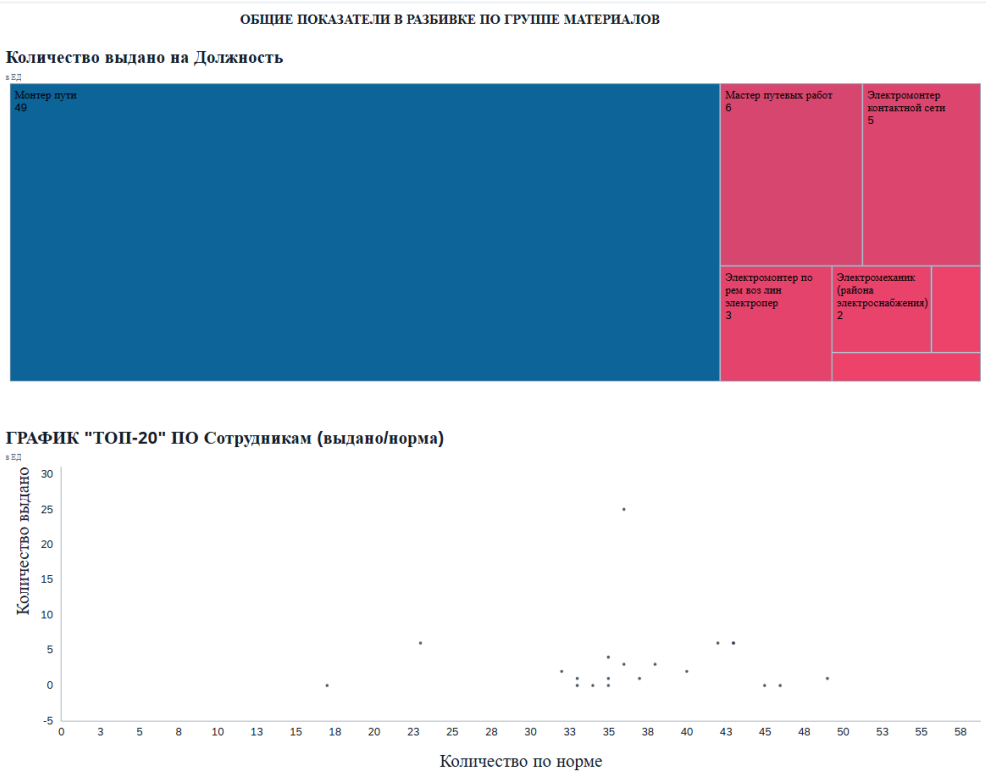
Dashboard Examples



Dashboard Examples



Dashboard Examples





Benefits of Automating Workwear and PPE Provision

A transparent real-time system for workwear and PPE accounting and issue

Reports for stakeholder services, statistics, analysis and forecast planning

Relevant organizational, financial and human resources are freed up

Continuous cost control and forecasting

100%

Up to 100% PPE provision for employees

The system tracks warehouse stock and availability of emergency reserve