



HAI's corporate principles specify that the employees are the most important element in production and highlight health protection as an express objective. Total quality management principles are applied to workplace health promotion activities and this sector has its own budget.

More safety through job rotation

At HAI employees are qualified for several jobs from the outset. Frequent job rotation counteracts lapses in concentration and reduces the risk of accidents. Having the expertise to carry out as many jobs as possible and knowledge of the resultant stresses and health risks have also had a positive effect on occupational safety.

A working group for health and safety reviews the workplaces for health risks, collects complaints and employees' requests for changes and supports the management in WHP. Seven elected employee representatives belong to this working group.

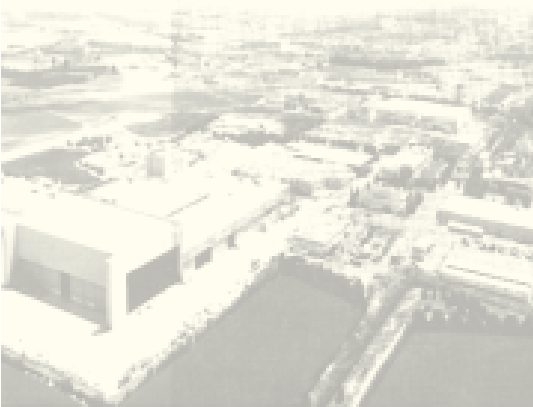
HAI plans health-related activities on the basis of data on absenteeism and industrial accidents. Knowledge gained from screening, examinations of risk groups and the needs expressed by the workforce are also taken into account.

Staff surveys are conducted regularly and there is also a company "suggestions for improvement scheme"; employees also have the opportunity to participate in "topical working groups" which develop suggestions on more specific aspects of health in the workplace.

The company offers its staff medical check-ups, healthy canteen food, break and rest rooms, sports facilities and various courses on health topics. Employees exposed to hazardous substances are always examined every year.

Active employees

HAI has a good working atmosphere and a low staff turnover. The proportion of suggestions for improvement which are implemented is high. Better ventilation systems, lower noise levels, the replacement of the hazardous material trichloroethylene and many other improvements were brought about at the initiative of employees. Roughly 90% of the staff make use of the medical check-ups. Absenteeism due to illness is 3.62%, the accident rate 0.9%.



Branch:

Aerospace industry / Air traffic

No. of employees:

2.944

Products/Services:

Services in the aircraft maintenance sector, parts for aircraft and telecommunications products, air traffic training activities

Locations:

Viotia region

Miscellaneous:

Largest company in Viotia, one of the branch leaders in Europe.