



DuPont has set itself ambitious targets for occupational health and safety: They aim to make industrial accidents and work-related illnesses to be a thing of the past, and to ensure that the employees are to be physically and mentally fit. Convinced that a company can no longer survive nowadays without workplace health promotion, responsibility for the health sector was assigned to the management.

Wellness Checkpoint - Test bed for well-being

DuPont has developed a process, the so-called "Wellness Checkpoint", to enable it to analyse the health and well-being of the employees. The employees can thus assess the health risks in their jobs and their lifestyles and, based on this, develop strategies for change. In addition, the "Safety off-the-job Commission", a working group with representatives from every department, looks after the welfare of the staff - even outside working hours.

All the materials and processes used at the company are examined in advance so that their safety can be guaranteed. When new jobs and production processes are being planned, health experts are called in. The employees are also involved through the company's 'suggestions for improvement' scheme. All employees are to undergo further training for at least six days every year so that they can also cope with future requirements.

Medical examinations, assistance with drug and alcohol problems, healthy food in the canteen, stop-smoking programmes, stress management courses, sports and

relaxation opportunities and many more activities are a matter of course at DuPont. There are additional schemes for particular risk groups, such as shift workers or workers who have to carry heavy loads.

A long list of successes

DuPont evaluates all WHP measures, and the management keeps informed of plans and results. The list of what has been achieved so far is now very long: Job satisfaction and the working atmosphere have improved as a result of better working conditions and changes in the styles of leadership. The high implementation rate of the suggestions for improvement submitted by the employees (in 1997: 292 out of 451) has contributed to improved health and satisfaction. On the profit side, the company has made savings of roughly 1 million Euros, increased productivity, gained a more attractive image and recorded a lower staff turnover.

Absenteeism has fallen by 0.5% since 1994, and the accident rate is only one tenth of the average for the chemical industry.

Branch:
Chemical industry

No. of employees:
1.500

Products/Services:
Fibres and polymers

Locations:
Dordrecht