

All workplace health promotion (WHP) measures at Aer Rianta can be used by all employees in accordance with the equality principle of the company. That includes part-time and temporary staff. WHP is the responsibility of the Employee Assistance Department and a separate budget is provided for it.

### **Co-determination included**

Aer Rianta has introduced “constructive co-determination” as part of the total quality management. Each team - from the crew in the security service down to the shop staff - also submit suggestions for improvement relating to the ergonomic design of workplaces, questions of occupational safety, social relations and other health-relevant aspects. In order to give the employees the necessary skills (such as how to solve problems and conflicts) for this type of group work, further training programmes have been specially established. The suggestions of the teams are then assessed at departmental level by a body which includes representatives of the management, the employees and the trade unions. As a result of this system, the employees and trade unions can help to deal with issues relating to health and occupational safety at all levels.

prevent stress, continuous health screening, courses on stopping smoking and cookery classes for healthy eating. Other programmes on offer are focused on coping with shift work and how to lift and carry heavy loads correctly. Flexible working hours, job sharing, the company’s own nursery and a pilot project to try out teleworking have been established to facilitate the reconciliation of family and working life. Sports facilities are also available to the staff.

### **Employees now more aware**

The employees at Aer Rianta profit in many ways from the participation and equality culture of the company, enjoy exemplary human resources care and have a marked health awareness owing to the host of WHP programmes.

Employee assistance programmes have been dealing with many of the employees’ concerns at Aer Rianta for 20 years. Furthermore, the company establishes the need for health-related programmes on the basis of the results of a staff survey and the further training requirement established every year. This has previously resulted in measures to

Branch:

**Airport**

No. of employees:

**1.600**

Products/Services:

**Airport Management**

Locations:

**Dublin, Cork, Shannon**

Miscellaneous:

**Within the airports, Aer Rianta has achieved both ISO 9002 and ISO 14001.**