



The restructuring of the company which started in 1990 has led to new tasks and demands. The upheaval worried many employees, above all those with a handicap and the risk of addiction increased considerably. The works doctor therefore took the initiative in 1991 to train the EVM executive team to deal with alcoholics and those at risk from alcoholism. This developed into a company infrastructure for addiction prevention and addict support as well as a comprehensive programme for workplace health promotion. A company working group controls health promotion activities. The company places great emphasis on a good working atmosphere and has drawn up guidelines against bullying.

### **Stress reduced through clever action**

EVM evaluates the data on illness and industrial accidents as well as the results of work-place medical examinations. Target groups are identified in this way as well as important strategies for health promotion programmes. As part of a sponsorship project by the state of Saxony-Anhalt for workplace health promotion, a staff survey was also conducted and medical screenings performed.

One focal point of the activities has been the design of computer workplaces and advising employees on correct back posture. As a result of the analysis conducted under the sponsorship project, special workshops have been held for regional fitters to prepare them for their new tasks. Moreover, they have been able to influence the choice of equipment in their vehicles and their working clothes and they are given a lot of latitude in organising their work. An opportunity was created for the staff in the network control rooms to have a hot meal during the late and night shifts. Finally, at various plants,

health groups have been set up which have resulted in improved organisational workflows and a reduction in environmental stresses.

In addition to education campaigns and job-related courses on topics such as addiction, smoking, nutrition and exercise, the range of food offered in the works canteen has also been improved.

### **No-smoking workplaces**

Medical screening in 1998 showed substantial improvements (over 1996) regarding such risk factors as obesity, high blood pressure and cholesterol. At 4%, the sickness rate has been at a very low level for years. Dealing openly with the subject of addiction has created an appreciable change in the awareness of both employees and superiors. Smoking is no longer allowed at new workplaces in eight works sectors.



Branch:  
Energy industry

No. of employees:  
717

Products/Services:  
Power supply (distribution) in northern Saxony-Anhalt

Locations:  
Magdeburg, Gardelegen, Oschersleben

Miscellaneous:  
EVM Aktiengesellschaft was a state-owned energy supply utility in former East Germany and today belongs to the VEBA/PreussenElektra conglomerate.