

Sommerhuber is committed to establishing healthy working conditions for its employees and has therefore started a workplace health promotion project.

By us - for us

Sommerhuber has set up a special team who is responsible for the organisation of the health promotion project "By us - for us". The project was commissioned by the works manager and the works council and will be headed by the safety experts. The project steering committee will consist of the works manager, the works council, the safety experts, the company doctor and two employees from the production department. The external representatives involved are from the Upper Austrian Sickness Fund (OÖGK), the General Accident Insurance Institute and the Industrial Inspection Board.

To assist in the planning, other data was taken into consideration such as surveys on work load, analysis on sickness rates and readings on workplace environmental hazards such as draughts, heat, cold and bad lighting. It became apparent that the employees at Sommerhuber were affected mainly by skeletal and muscular strain and were particularly susceptible to colds.

In the foundry and modelling and in the design department, the health circle staffs developed several measures intended to minimise the heavy physical work. The suggestions included use of better tools or the provision of seating.

Employees returning to work after a long or serious illness were given lighter work or were allowed to take more frequent breaks.

The company is also striving towards improving the opportunities for employees to combine work and family life. Generous provision has been made for flexible working hours and negotiations have taken place with the public transport authorities to adapt the routes and timetables to suit the needs of the employees.

Motivated employees

Sommerhuber has now published a company health report. Most of the suggestions put forward by the health circles have been implemented. Work motivation and satisfaction have improved in those areas in which health circles have taken place. One of the side effects has been the reduction in the waste rate in the tile production. The sickness rate has already sunk to 5.7%.



Branch:

Ceramic industry

No. of employees:

250

Products/Services:

Oven tile, ceramics, wall heating, tiled ovens

Miscellaneous:

50% women, no shift work; largest company of its type in Austria