

Valmet has integrated employee health promotion and the development of their professional skills into its quality assurance system. The planning of workplace health promotion measures is the joint responsibility of the management, the safety department, the department for occupational medicine and the workforce. Health-related projects are financed by the company budget.

Quality through training

Valmet pays particular attention to employees over 45 through special medical check-ups and records their work stress. Moreover, workplace studies on potential health and safety deficiencies are conducted regularly. Health problems are thus detected at an early stage and irreversible damage avoided.

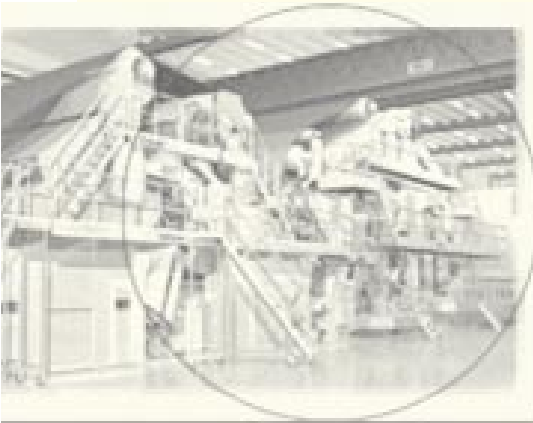
A working group for health promotion co-ordinates all the activities. It includes the human resources manager, the works doctor, the safety engineer and two employee representatives. The activities are planned from data gathered on sickness absence and industrial accidents.

The company places great emphasis on the continual training of employees and personal development discussions are held annually with every employee. "Development meetings" at which quality and training issues are discussed are held every two months. The programmes on offer are well attended with each employee spending an average of 6.24 days training every year.

At Valmet the leadership qualities of the executive team are also assessed at regular intervals. Training programmes ensure the development of their skills. A canteen provides the workforce with healthy food and the company supports sports activities for employees. A physiotherapist is available for rehabilitation treatment and also offers advice on the ergonomic design of workplaces.

Fit into old age

At Valmet the various health-related measures have had a positive effect on the working atmosphere and teamwork. Owing to the special care which the older employees enjoy, far fewer of them go into early retirement than at comparable companies. The operating results also benefit from the new developments.



Branch:

Metal Industry

No. of employees:

1.300

Products/Services:

Paper finishing machinery

Locations:

**Järvenpää, Hollola, Raisio,
Delemont/CH, Appleton/USA**

Miscellaneous:

**1997 winner of the Finnish Quality
Award. ISO 9001 certified,
Environmental Management
System according to ISO 14000.**