

The written guidelines on workplace health promotion (WHP) are intended to offer all employees safety and protection at the workplace to promote a healthy lifestyle and prevent potential environmental hazards. They were developed jointly by the management, the human resources department, staff representatives, the safety department and the occupational medical service. The plant manager is responsible for the implementation of action related to health and safety. With a separate budget for workplace health promotion the company invests in the health of its employees.

### **Strong emphasis placed on further training**

The executive team controls the activities relating to the health and safety of its employees while the staff representatives ensure that risks are detected and appropriate preventative action taken. Staff surveys are conducted twice a year at Acroplastica. They focus on work requirements and staff needs. In addition to statistics on days lost due to illness and industrial accidents, and occupational medical reports, these surveys represent an important basis for planning WHP activities. Thanks to in-house "promotion programmes" and further training courses for the staff, the employees are given a chance to learn and refine their health-promoting skills. On average, every employee spends 204 hours a year on further training courses which deal with quality management as well as health- and safety-related issues. The need for further training is reviewed regularly. The employees are also involved in the planning of new jobs and work processes. These measures are assisted by working groups which deal with quality issues an health and

safety matters. The company also provides rest and break rooms for employees, and organises drug support programmes and various sport and leisure time events.

### **Better working conditions influence working atmosphere**

Acroplastica is a good example of how even small companies can promote the health of employees. Since the company adopted this strategy, the employees are more satisfied with their working conditions, with the executive team and the working atmosphere. Industrial accidents have fallen and productivity has increased. The rise in customer satisfaction has also had a positive impact on the company image.



Branch:  
Thermoplastic and thermosetting  
industry

No. of employees:  
69

Products/Services:  
Assembly and molding of parts for  
domestic electrical appliances

Locations:  
Caserta