



DWR pursues a holistic corporate philosophy which is aimed at interlinking optimum healthy working conditions with environmental protection and high product quality. Appropriate guidelines have been laid down in writing. The topics of quality, working conditions and environmental protection are also on the agenda at all meetings. A steering committee which is responsible for monitoring the individual projects has been established for workplace health promotion activities. There is also a "health working group" in every sector of the company.

All risks discussed

Responsibility and skills of the employees in relation to quality, working conditions and environmental protection are set out in the job descriptions. Potential health hazards relating to the activity in question are also referred to. All materials used in the work process are examined for their health compatibility. In addition to health experts, employees who are affected by changes in work structures are consulted in the planning and creation of new work areas.

The absenteeism analyses and the results of staff surveys serve as a basis for planning health-related activities. The starting point for all measures is stress, and the ability to cope with it. Staff satisfaction with the projects implemented is reviewed every two years.

The company aims to encourage employees to undergo further training. The need for this is surveyed at regular intervals and the programmes implemented are evaluated. Management, too undergo

training.

The company's health related activities include medical examinations, consultancy on drug problems, a canteen with healthy food, courses and information events on health topics as well as an annual health day when fitness and nutrition play a central role. The employees' families are also invited to attend this event.

Evaluation proves success

All WHP measures at DWR are evaluated. The results show that work satisfaction and the working atmosphere as well as the leadership style have improved considerably since the introduction of the health promotion measures. The changes have also had a positive impact on the company image and the vitality of the organisation. Absenteeism due to illness has declined dramatically from almost 15% to 7.8%.



Branch:

Water industry

No. of employees:

900

Products/Services:

Surface water supplies and waste water disposal

Locations:

Amsterdam