

The corporate policy at Siemens aims at promoting the health and well-being of the employees and preventing damage to the environment. The department for occupational medicine and the social medicine working group are responsible for developing workplace health promotion programmes. A separate budget guarantees the financing of the relevant activities.

Satisfaction pays

The company surveys a host of data on health and working conditions in order to establish the need for health promotion measures. Staff satisfaction is thoroughly reviewed every two years. It was discovered, for example, that the workload is too high for many employees. At present, a programme is being developed to remedy the situation.

Siemens draws up risk profiles for the workplaces and checks the materials and processes used for their health compatibility. Safety experts are called in to help plan workplaces and production processes. A working group regularly assesses the health-related activities.

10 % of the employees can increase their know-how through job rotation and learn to view the company in a more holistic way.

In 1998 coaching was introduced as a new management instrument. The aim of this is to create a relationship between executives and employees which is based on trust and the delegation of responsibility. The objective of this scheme is to create more satisfied employees.

Siemens promotes sports activities and stress management in its own programmes and through a "personal health card". In this way employees throughout the country can make use of reduced entrance prices for sports and fitness amenities. Moreover, this also makes it easier for employees who live far away to pursue sports near where they live.

Low absenteeism

Health promotion has increased morale and the job satisfaction of the employees. This is also reflected in higher customer satisfaction. The absenteeism rate fell from 4.3% to 2.95% between 1993 and 1997, the number of accidents declined from 55 (1994) to 40 (1997).



Branch:

Electrotechnical and electronics industry

No. of employees:

3.000

Products/Services:

Electrotechnic and electronic products

Locations:

The Hague

Miscellaneous:

Siemens Groep Nederland is part of Siemens AG with a central management in Germany.