



Work in tune with life

Template Model of Good Practice 2

Work in tune with life **contact person (NCO):**

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A. Identification and Motivation

General information about the MOGP company:

Name of organization	Lohmann&Rauscher Ltd
Address	Bučovická 256
City	684 01 Slavkov u Brna
Country	Czech Republic
Contact person (name/function)	JUDr. Rudolf Vonyš Managing Director
Email address	rudolf.vonys@cz.LRmed.com
Telephone number(s)	+420 544 425 601
Website	http://www.lohmann-rauscher.cz
Sector	C Manufacturing
Number of employees	730

(When the company does not want to provide this information a reference to the NCO will be made, which will support the connection to the company if necessary)

**Motivation (max. 100 words)**

Why has this company been selected as MOGP?

What is special for this MOGP?

How many points the company scores on the on line assessment tool?

Max. 100 words:

L&R Company (German owned) manufactures surgical materials and surgical sets made and delivered to order. The company is model and unique in that the workforce is to the great extent recruited from the unqualified local population, mostly housewives. By careful training and education adapted to their abilities the employees become assured of their work competence and their employability (“empowerment”) which greatly enhances their sense of wellbeing and mental health. Beside the instruction of workers in stress management the company included monitoring of their possible mental problems in regular medical checks and set the system of solving such problems.

On-line questionnaire score: **83**

Audit at workplace – total score quality **91**, total score transferability **89**

B. Policy and Culture (max. 300 words)

Please explain how the **health policy** in the company is organized.

Clarify the approach and the reason why a health policy/initiative was initiated.

Indicate how **mental health is integrated/linked** to this general health policy: Conditions fulfilled concerning the integration; mental health part of mission statement; mental health incorporated in organizations’ strategies; systems and processes; specific targets on mental health promotion; comprehensive approach of Workplace mental health promotion (WMHP); management involvement.

Max. 300 words:

Mental health and wellbeing of workers is primary aspect of the company policy. The L&R was formerly founded on the family basis and to this time retained some principles of family care. It means unwritten but still honored commitment that management ensures work for their employees even during the economic recession. Passionate involvement of the Czech management enables the company to fulfill those principles. To preclude anxiety and fear of future the managers unceasingly search for new products and innovations or transfer the work from abroad. By combination of clever business policy, incessant and systematic education of employees and their personal integration in organization and manufacturing processes the management creates atmosphere of collectively achieved goals. The company supports culture of loyal work for the L&R by fidelity bonuses and regularly raises employees wages slightly above inflation level even in the recession time.

C. Organisation and Structure (max. 200 words)

Who is in charge of and/or involved in the organisation and support of the mental health promotion initiatives?

And are these persons acquainted with the mental health topic?: Specific work group; composition of the group; training on mental health; resources etc.

Max. 200 words:

The managing directors of the company and the providers of occupational health care cooperate in mental health care promotion. Action group is composed of managers, physician and psychologist. Meetings of the group are held in the 6 weeks interval and concentrate on preventive and corrective measures currently in operation. The effects of executed measures are discussed and



evaluated. For better understanding stress and for education in stress management a program called “Education for mental health promotion” was prepared and implemented. Jointly the system for early detection of mental problems (signs of breakdown, burnout, overwork, also possible relation to chronic somatic diseases) in workers was composed and included into regular medical care. Problems are solved according to their nature either by the company or by counseling by a specialist in mental health.

D. Implementation and Strategy (max. 400 words)

How does the company handles the planning of the initiatives concerning mental health promotion? Who is involved in the planning and implementation of these initiatives? Is the planning linked to a needs assessment? Please explain.

Please describe the initiatives and measures on mental health promotion that were taken in the company: what kind of workplace mental health activities were carried out?

- Promotion of mental health
- Prevention of mental health problems
- Dealing with (workers with) mental health problems at work
- (Re) integration of workers with mental health problems

Max. 400 words:

The most important task of the employer for ensuring the sense of wellbeing in employees is to maintain permanent employment. To this goal the managers exert great effort to find for one thing new possibilities for manufacturing and for another to school workers in required skills and to place them accordingly to their ability. Care for mental health and for the needs of individual workers is seen in the modified approach to their support. Those with very low or non-existent qualification require very simple and understandable instructing procedures to manage the working operation, especially because the innovations are frequent. The managers at all levels continually follow individual workers and check their progress and work satisfaction. Workers are trained in several operations; this fact enables them to rotate and so lower the work monotony. Also the work organization was revised and partial operations changed for manufacturing the whole product by one person: this again allows more decision latitude for a worker. At some departments employees were allowed to decide composition of their working group for themselves and so enabled to influence its working performance. Different approach is needed for relieving job stress in managers: for this group was organized an in-depth course about the nature of stress and stress management methods. Managers at middle and lower level were instructed to watch for changes in behavior of workers and for signs of burnout or other mental problems. These managers also bring to the cognizance of higher management wishes, suggestions and criticism of employees where they are seriously evaluated and if possible put into effect. Employees work in shifts but for mothers, single parents and workers with some limiting health conditions there is a possibility to work only on day shifts or in some cases from home. Company helps employees also in their private needs either material (lending cars), financial or in some difficult problems like seizure of property of employees in debt. Company management strives to lead employees to the awareness of relationship of healthy lifestyle with good performance and life and work satisfaction.



E. Evaluation and Lessons Learned (max. 300 words)

Please describe how the mental health promotion initiatives are being evaluated in your organization. Who is involved in the evaluation and how are the results communicated?

- What are the results?
- What are the lessons learned from the mental health activities: success factors; barriers and ways to overcome

Max. 300 words:

Evaluation of mental health and healthy relationships at workplace is a subject of every production meeting – foremen are exhorted to follow relations, conflicts, priorities and tasks allocating at workstations. Conflicts between workers are immediately solved by the direct superior, if needed with help of a directing manager.

Stress and uncertainty of employees is prevented by the company by regular information about its business situation and performance results, also about plans for future. Information on sick leave rate and personnel turnover is also accessible to all workers on the notice boards.

It was stated in the process of general evaluation of the long term endeavor of company management that the effort to convince employees about the need of continual change and a necessity to react by mastering new procedures and operations was successful. Employees now recognize this trend as positive – it brings new tasks which they are able to cope with together with their employer and consequently they can assert themselves at the job market. The sense of security which is brought by this approach contributes to the great extent to their mental equilibrium and mental health.