

Project Partners

The Sickness and Accident Fund for Upper Austrian Communities approached the OÖGKK with a concrete proposal for a health promotion model for their employees. As there is a good platform for co-operation through the regional organisation of the Union, which has contact persons in the different communities, the Freistadt district group offered itself as a further project partner.

Concern of the project

The project applies to the district of Freistadt and is intended to serve as a model. There are about 620 people employed by the local government in the 27 district communities. There are about 10-15 people employed in each community, with the exception of the town of Freistadt and the community of Perg. The following were identified as fields of employment and are the concern of this project:

- Administration
- Construction, cleaning, drivers
- Kindergarten

Objectives and measures

The aim of this project is to improve the health potential of all the persons concerned using methods of health promotion. At the same time, new practical experience is to be gathered in an innovative field, which can then be transferred to other communities.

Steps agreed up to present

Based on an analysis of the present situation, the intention is to build up a project group within the organisation for a certain length of time. Health circles will be set up in order to involve the employees, who are also mainly the experts able to identify the problems as well as suggest their practical solutions. The project will be accompanied by internal and external communication measures.

The aim is not only to solve the problems identified, but also to set up a structure in the organisation that will ensure a continuous improvement of health standards at the end of the project.

Up to now the following steps have been realised:

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Project plan

Establishment of a steering group	<ul style="list-style-type: none"> • Representative for the employer • Representative for the employees • Representative for the KFG • Interested department heads • Representative for the OÖGKK • Community doctor • Representative for male workers • Representative for female workers
Analysis of the situation	<ul style="list-style-type: none"> • Health survey (June - July 2001) • Interpretation of results (summer 2001)
Completion of health report	<ul style="list-style-type: none"> • Interpretation of the analysis (autumn 2001) • Preparation for media
Training of presenters for work in health circles	<ul style="list-style-type: none"> • Training of 8-10 presenters for work in the health circles
Health circles set up and implemented at community level	<ul style="list-style-type: none"> • Health circles set-up (about 5 meetings per circle)
Concrete measures and drawn up proposals	<ul style="list-style-type: none"> • Preparation of a catalogue of measures
Range of offers	<ul style="list-style-type: none"> • Development and implementation of seminars, talks, programmes
Evaluation and final report	<ul style="list-style-type: none"> • Evaluation of the project (autumn 2002) • Assessment of its effect

Survey by questionnaire

The questionnaire on "Salutogenetic subjective work analysis" (SALSA) is an innovative instrument to identify work situations affecting health. The questionnaire not only tries to discover any relevant stress, but also asks about conditions and protection for the maintenance of health and workplace satisfaction.

On the whole the results are close to the comparable values from previous surveys in the service sector. Positive differences can be seen in the social

atmosphere between colleagues, which is significantly more positively assessed.

Below average values are seen in the following fields:

- quantitatively overdemanding work
- work that is not demanding enough from the qualitative point of view
- behaviour of superiors towards staff

The first two areas are concerned with the organisation of work; the third point is concerned with management understanding. The quantitative excess work is also to be seen against the background of time pressure.

Work that is qualitatively undemanding suggests unchanging tasks on the one hand and over-qualification of staff on the other.

The behaviour of superiors is also affected according to whether arising problems may be discussed or not. Solidarity amongst colleagues seems to be considerably higher than the trust shown to superiors.

'Support from superiors' is possibly an important project area.

Further results indicate points in the field of overwork and the setting up of social resources.

The following proposals for improvements were referred to during this survey:

Topic	Number of responses
Change of working conditions (flexible working hours, flexitime, organisation of work, appraisal interviews, problems with superiors, mobbing, holiday planning, more participation)	35
Provide information, seminars (nutrition, exercise, ergonomics)	27
Encourage leisure activities (walks, trips)	26
Offer medical check-ups for employees	26
Improve work equipment (cleaning materials, machines, tools)	23
Improve office workplaces (chairs, desks, new monitors)	20
Facilitate recuperation breaks	20
Introduce stress reduction measures	14
Introduce exercise breaks	11

First Training of health circle 'presenters'

Eight health circle 'presenters' were trained during a two-day intensive course. The trainees were all staff from the local government service in the district. 7 health circles were agreed on for different areas (kindergarden, administrative, maintenance, cleaning personnel). This also included one for the management. They will have finished their work by April 2002. The project team will try to implement the proposals and finish the final report by the end of the year.