

Workplace health promotion has a long history at Mannesmannröhren-Werke and has been regulated in works agreements for over 20 years. Since the early nineties, the employees have been systematically involved in organising their working conditions through health groups. The works medical service is in charge of both analysing the health situation and in implementing concrete measures.

### **Health groups for a healthy workplaces**

Annual health reports from the works medical service form the basis for health promotion measures. These reports incorporate the results of medical examinations and the evaluation of the figures on absenteeism due to illness from the company health insurance fund. For some years now, the employees have also been asked at their medical check-ups about job satisfaction, their workplaces and the working atmosphere. As a result, it became clear that employees who are dissatisfied with these factors suffer from certain illnesses more frequently.

Work to establish health groups was commenced in 1991. The proposals drawn up by these bodies to solve problems such as stressful working conditions have led to many ergonomic improvements and changes to work organisation. So-called multi-section jobs have been created which enable employees to earn higher wages as well as enjoy more varied work activities.

Rehabilitation talks after a prolonged period of illness are aimed at helping to clarify possible connections between working conditions and

illness. Seminars have been introduced for superiors to help them deal with their employees in a positive and constructive manner.

Mannesmannröhren-Werke makes every effort to ensure that staff have the skills to match the job. For this purpose, skills requirement profiles are matched with employee skills profiles compiled from medical examinations. Consultation with the works doctor helps a great deal with this. These measures are run in conjunction with training courses for employees on subjects such as good posture and lifting/carrying.

### **Better health through satisfied employees**

Greater opportunities for employees to influence the organisation of their working conditions have had a positive effect on both health and job satisfaction. Moreover, the company has recorded increased productivity as a result of its comprehensive health promotion measures.

Branch:

Steel industry, services

No. of employees:

12.192

Products/Services:

Manufacture and processing of seamless and welded steel tubes of all kinds

Locations:

Headquarters in Mülheim/Ruhr

Miscellaneous:

The company belongs to the Mannesmann Group which employs 120,000 people worldwide. Awarded with the BKK prize for workplace health promotion in 1993.