



OMV is currently conducting the project “PRO-FIT” on workplace health promotion in conjunction with the Upper Austrian Mining Industry’s Insurance company. The aim is to better integrate health issues into company decision-making processes and to promote employee participation.

### **Analysis of health issues**

24 health circles analysed the work stresses in all company sectors. They determined 176 stress factors, with over one hundred alone related to mental and psychosocial risks. The health circles drew up numerous suggestions for reducing stress. The managers of the works sections were responsible for their implementation. The health committee, comprising the works management and the managers of the individual sectors, is responsible for general solutions and projects like “PRO-FIT”.

The health promotion programmes at OMV include a “back school” at the workplace, job-related lifting and carrying training as well as gymnastic and relaxation exercises for employees who work at computers. The company provides rooms for sports activities. A diet assistant provides advice on healthy food and prepares appropriate menus for the works canteen.

The employees can participate in “lifestyle weeks” at health amenities belonging to the insurance company and learn about nutrition, exercise and relaxation.

The company gives the employees two days off for this. To improve compatibility between working and family life, the company’s own buses ensure easy transport between home and the workplace. There are also extensive arrangements for flexible working hours and part-time work.

### **Extensive Documentation**

The number of industrial accidents has been reduced through the comprehensive work with health circles. OMV has collated all analysis results and suggestions for improvements in a health report. All measures will be evaluated at the end of the project. A staff survey showed that the lifestyle workshops are especially popular.



Branch:  
Energy industry

No. of employees:  
1.124

Products/Services:  
Import and transport of natural gas;  
development and production of oil  
and gas

Miscellaneous:  
Largest employer in the region;  
approx. 20% women; 20% of the  
employees do shift work