

Metsä-Botnia views people as the most important element for efficient production. Planning of health promotion projects is the responsibility of the "health promotion working group", which comprises of staff from the human resources, occupational health and safety and occupational medicine departments as well as representatives of the workforce. An annual budget is available for workplace health promotion activities

Less hierarchy, more qualifications

Metsä-Botnia intends to create a more streamlined organisation and replace the hierarchical management principle with a system of co-operation based on negotiation.

This has already resulted in teams assuming self-control, replacing the executives in some working groups.

The company determines the need for health-related activities on the basis of statistics on industrial accidents, working time lost due to illness etc. A survey on the health condition and physical fitness of the employees was also conducted in 1995. The employees were examined and asked about their assessment of working conditions in order to ascertain whether they could satisfy the demands of their jobs. Where necessary, rehabilitation treatment was initiated.

In the same year the working atmosphere in the company was also studied. Since then appraisal interviews take place every year with all employees. As part of this appraisal all staff have individual development plans. The executive team has been specially trained to conduct these interviews in a professional manner.

The company has a canteen for the employees and supports staff sports activities.

Better leadership - Better atmosphere

At Metsä-Botnia health promotion measures, a staff-oriented leadership style and new forms of co-operation have contributed to a major improvement in the working atmosphere. Members of the management and executive team underwent an all-day programme in which their leadership qualities were ascertained. Their leadership skills have been enhanced in training courses. A manual has now been published containing suggestions for day-to-day work.

Branch:

Pulp industry

No. of employees:

300

Products/Services:

Chlorine-free (ECF) pulp for paper-making

Locations:

Central Finland

Miscellaneous:

The Company is certified to ISO 9000, ISO 14000 and BS 8800.