

All health-related activities at Ruoka-Saarioinen are aimed at promoting the responsibility, initiative and skills of the employees. This is also to help increase the quality of the teamwork. A “planning group” is responsible for workplace health promotion. This group comprises the managing director, the human resources manager, staff from the department for occupational medicine and representatives of the workforce.

Reorganisation in stages

The reason for the gradual improvement in the working conditions at Ruoka-Saarioinen were, among other things, the high staff turnover rate, premature retirement and the high level of absenteeism. Most of the illnesses related to back problems and the locomotion system. Firstly, the company developed training measures for the employees aimed at helping them to cope better with the work demands and to increase physical fitness of the employees.

The second stage consisted of a training programme to prepare the employees for new production processes. The third stage involved the development of autonomous working groups. Flatter hierarchies was supposed not only to enhance productivity but also staff satisfaction by allowing employees to work more on their own responsibility. The entire restructuring process was prepared and implemented by development teams which comprised representatives of the management, the trade unions, the workforce and a supporting group of researchers.

All health-related activities are planned on the basis of data on absenteeism due to illness, industrial

accidents and injuries. The university of Tampere and the local vocational training facilities co-operate with the company.

Further training programmes, a canteen and sports amenities of the company contribute to the well-being of the employees.

Initiative, satisfaction, health

At Ruoka-Saarioinen a fundamental process of change has taken place which has resulted in the employees now being able to exert more control themselves and influence their work. Satisfaction and work motivation have increased as a result, the degree to which they work on their own initiative has risen considerably. That has also had a positive impact on teamwork. The sickness rate has fallen in two years by 8% - 16% due to TOPTEAM-project.



Branch:

Food industry

No. of employees:

80

Products/Services:

Ready-to-serve meals

Locations:

Sahalahti