

All workplace health promotion (WHP) projects are actively supported by the management and the executive team. The programmes are aimed at all the employees in the company. Management philosophy caters specifically for employee participation. Much investment is aimed at on-going training of employees. The resources channelled into this field represent roughly 15% of the personnel costs.

Health promotion and environmental protection

At Bayer, the measures on occupational safety and the health promotion of the employees are very closely linked to measures to protect the environment. A quality assurance system safeguards and monitors progress in this area. All health-related schemes are communicated to the employees.

The employees regularly have medical examinations by the occupational medical service and they can attend numerous courses and training events dealing with safety issues and behavioural health promotion.

As part of health protection, the company also offers its employees a health insurance and diagnostic examinations as well as protective clothing. The company also provides programmes on physical fitness and cancer screening for its employees.

Furthermore, it organises information campaigns, for example on AIDS. Employees who have to lift and carry heavy loads as part of their work are given special training on the correct handling of heavy loads.

First-aid courses are aimed at drawing the employees' attention to health and safety issues and to provide practical skills, e.g. on resuscitation .

Rewarded by satisfied employees

At Bayer the health-related measures have had a positive impact on the working conditions, the leadership style and the working atmosphere, which is also reflected in greater staff satisfaction. The days lost due to illness fell from 2.5% to 2.2% between 1996 and 1998. Staff turnover in the company is very low, and most employees have been working at the company for more than 15 years.



Branch:

Chemical industry

No. of employees:

51

Products/Services:

**Pharmaceutical products
(pills/ointments, incl. aspirin)**

Locations:

S. Martinho do Bispo

Miscellaneous:

**High percentage of female
employees, all managerial positions
are held by women**