

Ivoclar-Vivadent expressly mentions workplace health promotion and staff development in its corporate guidelines. Health-related measures specific to the workplaces are controlled and implemented by the line departments. Projects embracing the whole company are initiated, supported and implemented by the human resources department. A separate annual budget is available for these activities.

Focus on staff development

All the employees at Ivoclar-Vivadent have access to further training programmes. Staff development is also on the agenda at the annual staff appraisal meetings and in the performance agreements. The need for further training is constantly surveyed and the success of the measures implemented is evaluated. The executive team regularly attends training courses on leadership and conducting interviews. All the employees have the opportunity in quality circles to continuously improve themselves and their work area. Health-related topics are also on the agenda here.

The concepts for WHP projects are drawn up on the basis of staff appraisal meetings, statistics and, more recently, also on company health reports. A report department collates all the results attained.

All employees can participate in various sports and leisure time programmes and attend courses and lectures on health. These include, for example, events on back and neck complaints, strengthening the heart and circulation, and seminars on stress management. Advice on occupational medicine, addiction and

social problems is also on offer.

Addicts are assisted in rehabilitation programmes. Working mothers with small children have the opportunity to work at home.

Employees are more satisfied

A large majority of the employees state in surveys that they are very satisfied with the development possibilities in the company and also with their work in general. Absenteeism due to illness fell from 4.61% to 3.63% from 1996 to 1998, the accident rate is only 0.12%. The most recent activities in the health sector have so far met with a very positive response and interest is constantly growing. Systematic questions on this will be included in the next staff survey.



Branch:

Dental sector

No. of employees:

650 in Schaan, 2.100 worldwide

Products/Services:

Comprehensive solutions for healthy teeth and paradontium

Locations:

Multinational corporation, head office in Schaan, Liechtenstein

Miscellaneous:

Has one of the largest research and development departments in the dental sector