

Protecting and promoting the health of its employees are the most important corporate objectives of ABB Hochspannungstechnik AG both for economic reasons and as part of its social responsibility. ABB has established a workplace health management system at its Swiss locations for which the respective human resources and health departments are jointly responsible.

Highly varied and systematic

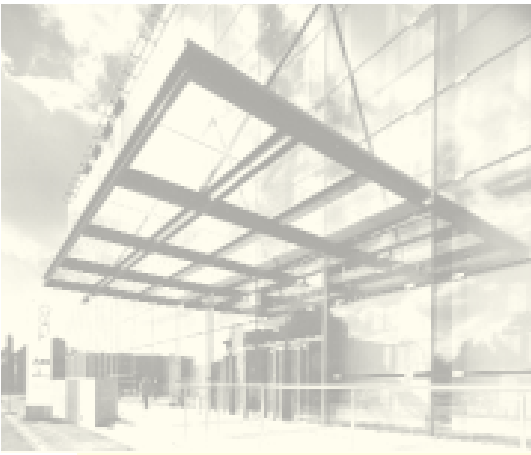
Workplace health promotion is planned and co-ordinated by a body which comprises an external industrial physician who is regularly responsible for the works, the human resources manager, the executive team, the works council, the social assistance department and external occupational safety experts. In close co-operation they analyse the risk factors at the workplace and advise the various departments on the ergonomic organisation of the work.

One special feature is the "ethics discussion" initiated by the company: Employees collect topics, such as being overtaxed by their work and age, which they discuss together. The proposals drawn up here are subsequently presented. Staff participation also includes quality circles on workplace design and in the "ideas management system". Staff surveys on job satisfaction are conducted regularly and the results lead systematically to the implementation of the improvements found by this instrument to be necessary. Staff appraisal meetings on performance agreements are designed so that they serve to match (future) job requirements and skills.

At ABB, future executives attend a training programme to promote social skills and where they learn above all to recognise physical, mental and social stresses. Focal points of health-related programmes and campaigns are also addiction prevention and assistance, help with mobbing, stress, stopping smoking, healthy food and the early detection of heart/circulation risks. Measures to improve reconciliation between working and family life, a fitness centre on the works premises and cultural programmes round off the variety of events for the employees.

An all-round success

The ABB health management system can book improvements in the working atmosphere, work motivation and job satisfaction as successes. Moreover, the time lost due to illness over the last five years has fallen by 40% (currently 2.3%) and the accident rate is 0.4%.



Branch:

Electrical industry

No. of employees:

1.033

Products/Services:

High-voltage switchgear

Locations:

Zurich

Miscellaneous:

Certified to ISO 9001 and ISO 14001; 10% women, 36% graduate engineers / academics