



Although the Glasnevin Cemeteries Group does not have any written guidelines on workplace health promotion, the healthy organisation of the work is firmly anchored in the daily workflows. The atmosphere is marked by open and frank communications, and every employee is asked about new improvements. As a rule, all improvements are implemented. The company invests heavily in the health, well-being and further training of the employees, and has fared well with this strategy.

Ideas are in demand

When the business was taken over more than 10 years ago by the present management, absenteeism due to illness was very high. Productivity and earnings, on the other hand, were very low. The new management initiated numerous measures including a significant increase in pay, substantial investments in tools and equipment, extensive training courses on increasing safety and intensive assistance for staff with addiction problems. The atmosphere is marked by an honest interest of the management in the needs and problems of the employees. This encourages the staff to actively co-operate in improving working conditions and in communicating their ideas.

Health and safety are always subjects at the work meetings. Moreover, great emphasis is placed on vocational and further training on these and other topics. Monthly appraisal meetings with the employees are held.

All employees are trained in first aid, and a GP looks after the workforce. Everything related to health may be carried out during working hours. Employees who have had alcohol or

drug problems have been given time off to undergo treatment. The company has paid of this treatment, and those involved are still working at the Glasnevin Cemeteries Group today.

Visible success

Overall, the various health-related activities since the change in management have considerably improved the employees' relationship with their managers, and the working atmosphere. This has also had a positive impact on productivity and working time lost due to illness. Absenteeism due to illness is now 1%, occasionally even less.

Branch:

Horticulture and landscaping,
undertakers

No. of employees:

42

Products/Services:

cemetery, crematory, monumental
works, community initiative and
training

Locations:

Dublin