

H&S moves a sustainable economy

RHI, Andrea Freundl, Magistra, industrial psychologist



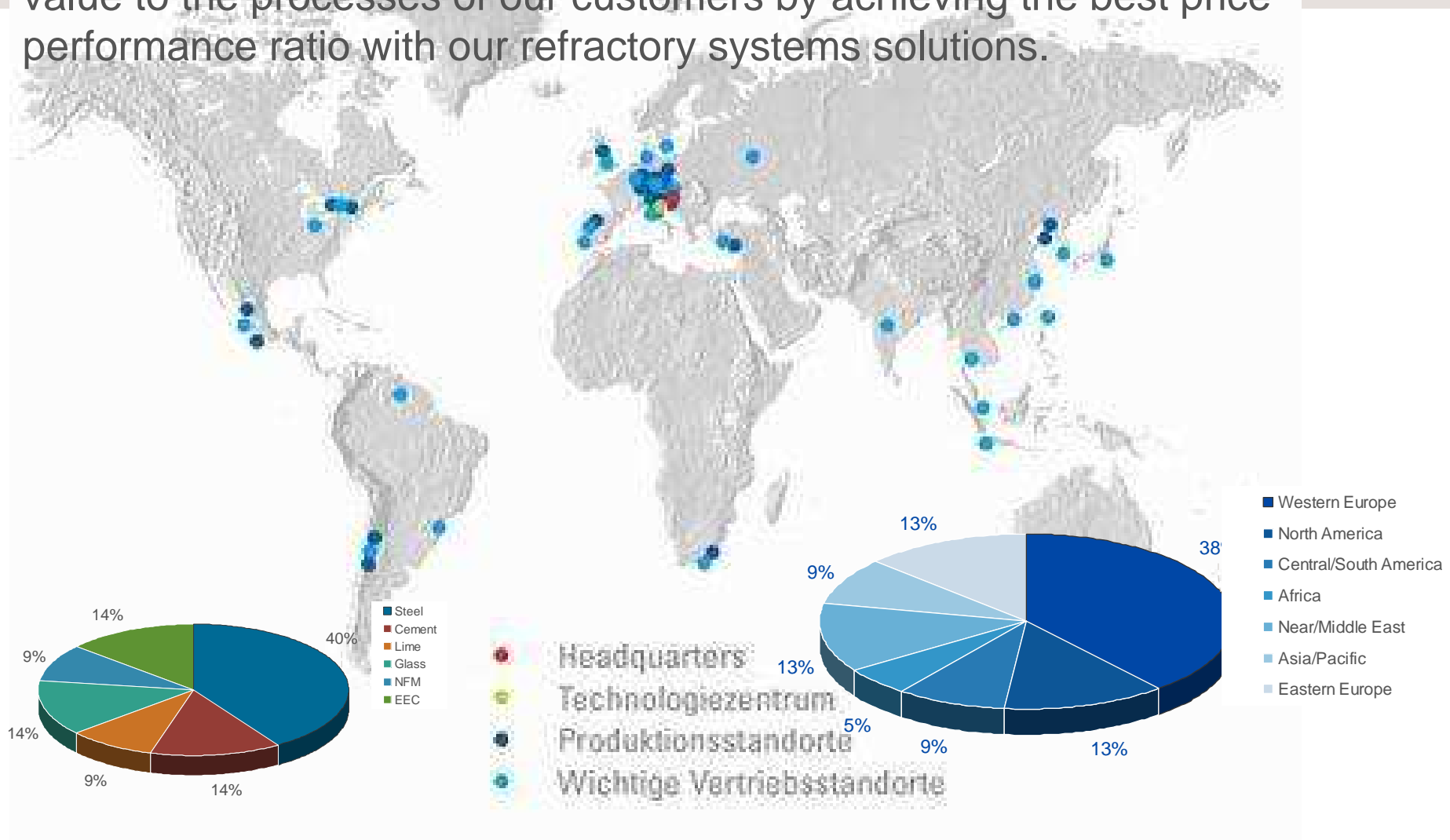
Dep. • Author • xx.xx.08

www.rhi-ag.com EXCELLENCE
IN REFRACTORIES **RHI**

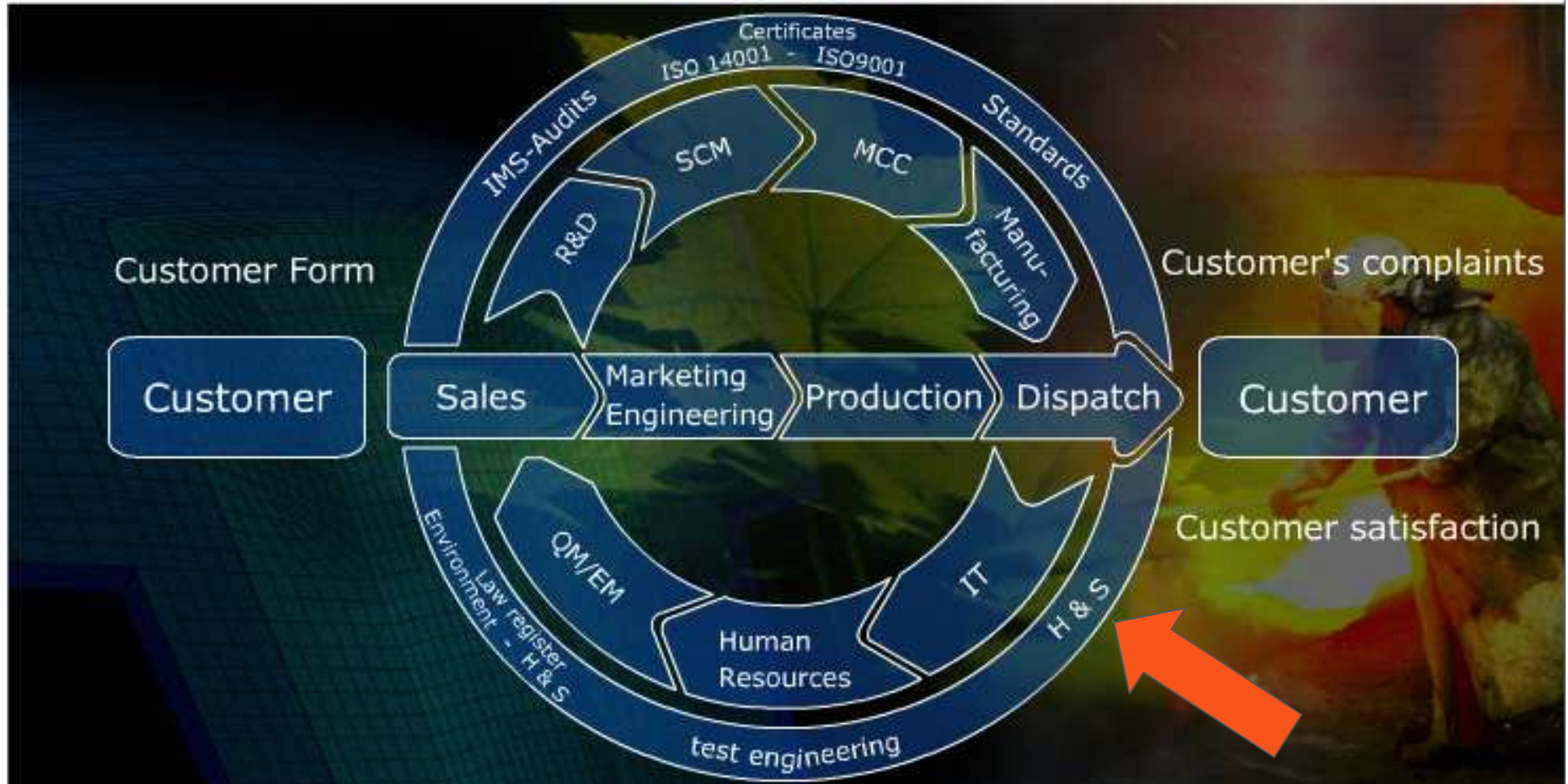
Global partner for global customer



RHI is the world's leading supplier of high-grade ceramic refractory products and services. As a reliable and competent partner it is our constant aim to add value to the processes of our customers by achieving the best price-performance ratio with our refractory systems solutions.



Integrated Management System



History of health promotion at RHI AG

1987 start with Cholesterol Screening

1989 Haemocult Screening

1990 health-passport for the employees

1995 health management

2000 H & S Management

.....



History of health promotion at RHI AG

In former days:

Once and never again actions

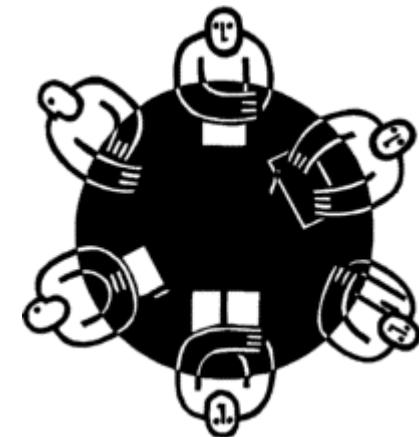
Unsystematic

Efficiency not examined



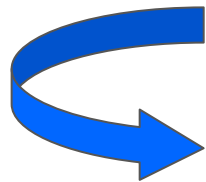
TODAY:

Integrated and holistic model for Improvement of the efficiency, health and motivation of the co-workers

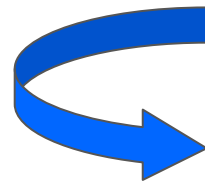


Basic conditions

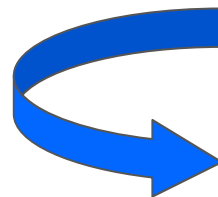
Occupational Health



Health Promotion



Health Management



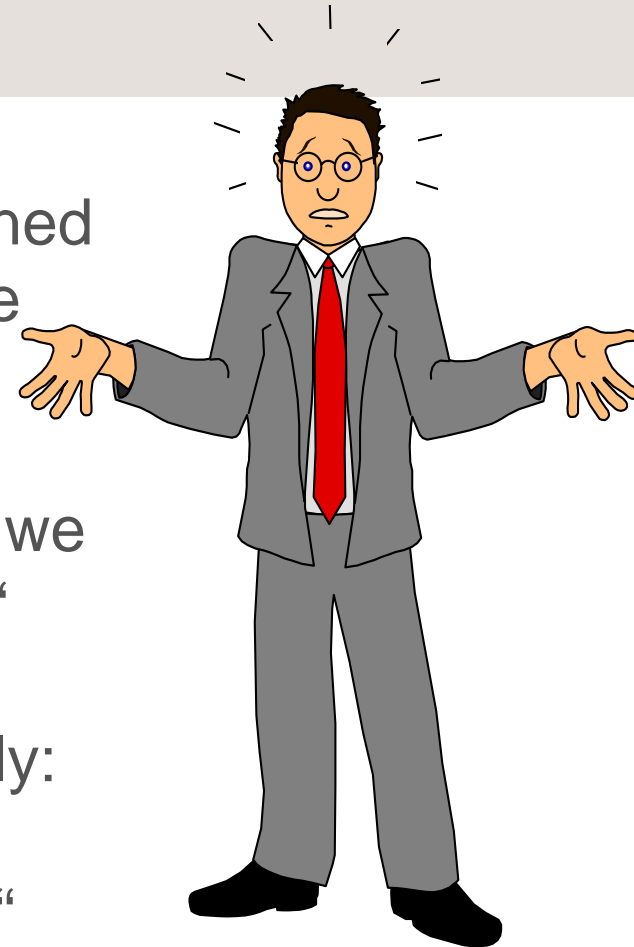
**Human Resources
Management**

Change of paradigm

The co-worker has learned to ask: „What makes the people sick in the job?“

We ask now: „How can we stay healthy in the job?“

We must ask additionally: „How can we promote health in the company?“



Health Management RHI

- Health circles
- Age Management
- Stress Management
- Young people – for future profitable
- EGIS, Evaluations extern and intern
- Projects: PSA Screening (men), skin screening (Melanoprevention), INFORM
- Healthy nutrition – RHI Menu
- Addiction Prevention
- Reports to the Manager of the company (brochures, intranet, roxtra, mails, special flat screens, boards, meetings)





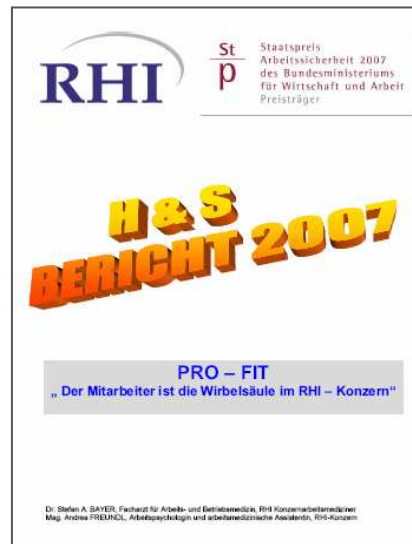
Health circle



Improvement suggestions

Emphasis	Measures	Evaluation
<p>Die Arbeitsbedingungen werden verbessert</p> <p>conditions of work</p>	<p>PC-Bildschirmabdeckung – Gefahr, Zugluft im Jausenraum Schleiferei</p>	<p>2 Verbesserungsvorschläge</p> <p>50 % umgesetzt</p>
<p>Die Arbeitsorganisation wird verbessert</p> <p>work organisation</p>	<p>OPEX Maßnahmen</p>	
<p>Die Gesundheit am Arbeitsplatz wird gefördert</p> <p>Health on the job</p>	<p>Heizung Bereich ZKM, Rauchverbot wurde im Jausenraum E-Schmelze nicht eingehalten, Staubbelastung beim Förderband Mischerei</p>	<p>3 Vorschläge</p> <p>66 % umgesetzt</p>
<p>Die Information und Kommunikation werden verbessert</p> <p>information & communication</p>	<p>Evaluierungsprojekt Lehrlinge – Projekt im Laufen</p>	<p>1 Vorschläge</p> <p>100 % umgesetzt</p>
<p>Persönliche Kompetenzen werden gefördert</p> <p>personal authority</p>	<p>z. B. Schulungen zum Thema Erste Hilfe,</p>	<p>1 Vorschläge</p> <p>100 % umgesetzt</p>
<p>Die Sicherheit der Arbeitnehmer wird verbessert, dadurch Arbeitsunfälle verringert</p> <p>Industrial safety</p>	<p>Verbandskasten – Sopr. wurde besser angebracht, PSA im Bereich E-Schmelze verbessert, Pressen Kran Mischerei – Türensicherung, bessere Schutzbrillen in der Mischerei, Brandschutz im Säurekeller – Ex-geschützte Beleuchtung</p>	<p>5 Vorschläge</p> <p>80 % umgesetzt</p>

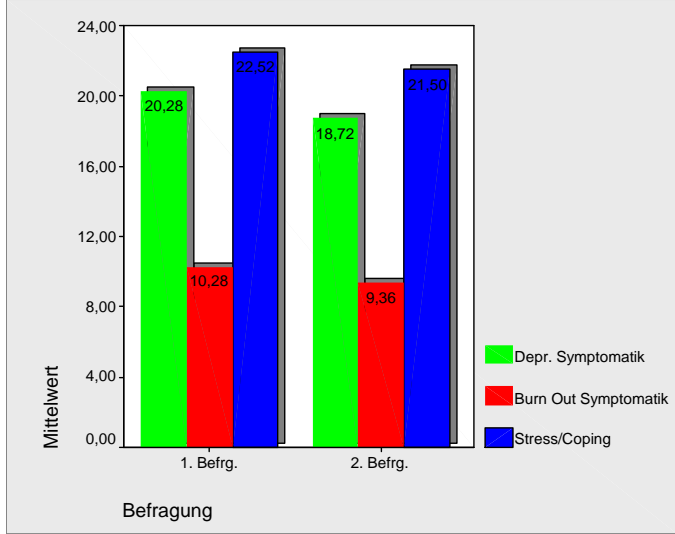
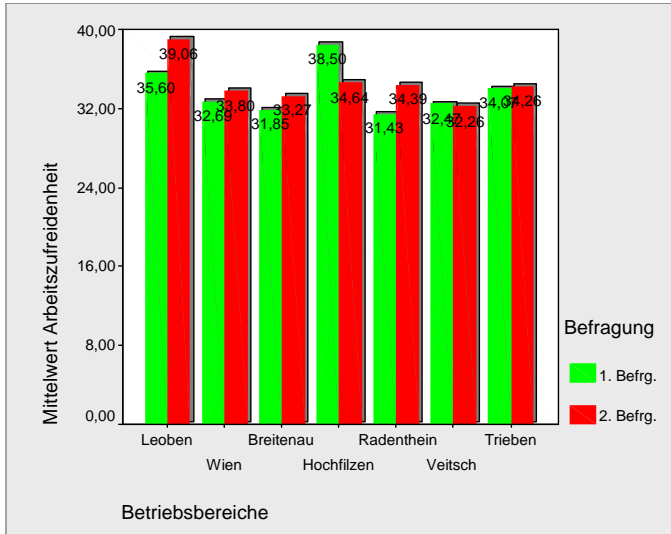
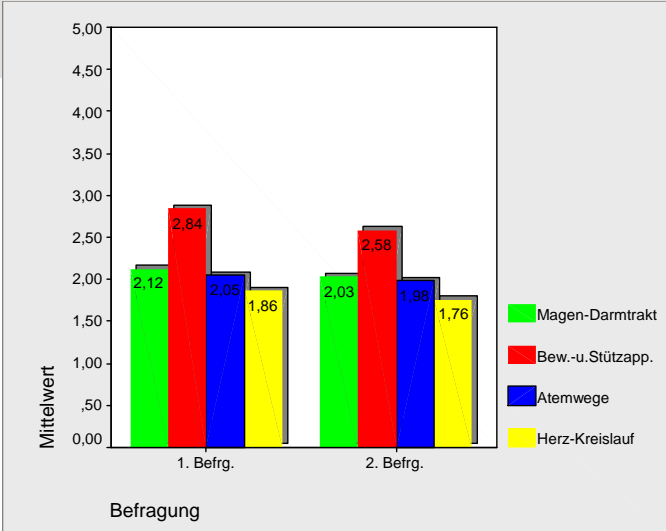
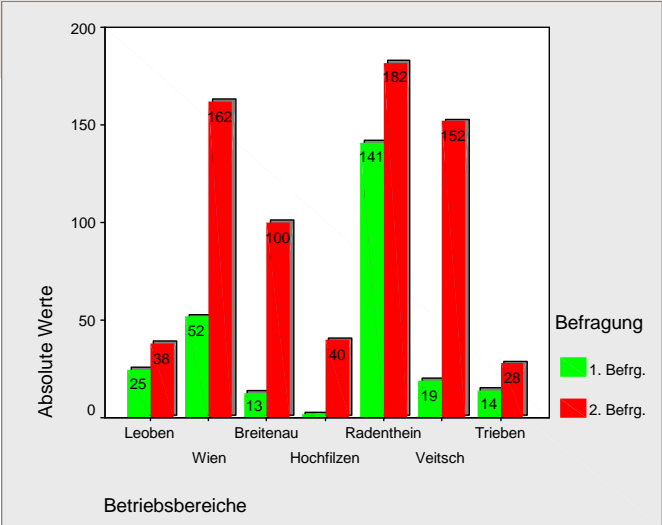
Annually Health Report



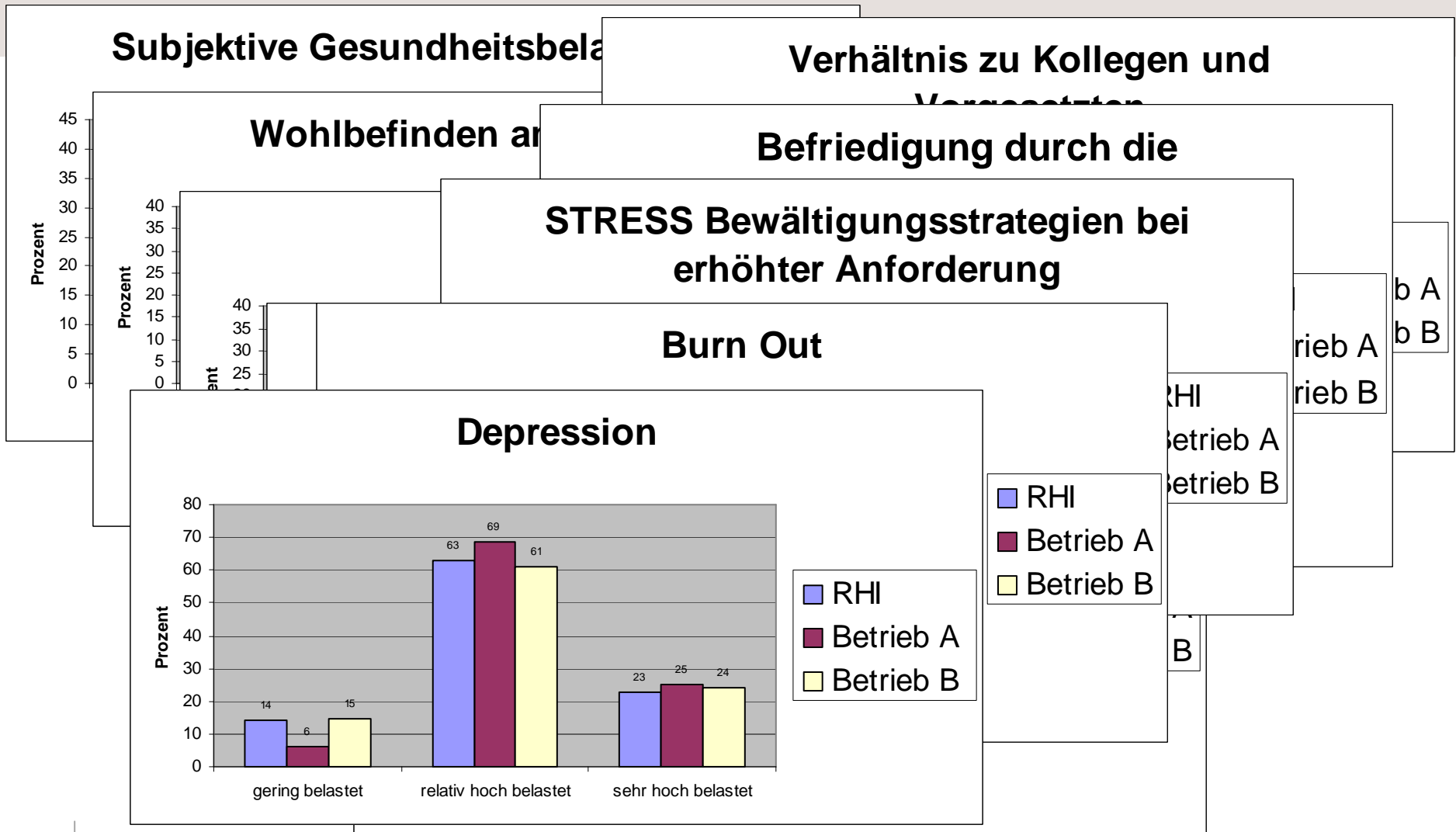
External evaluation (every 5 years)



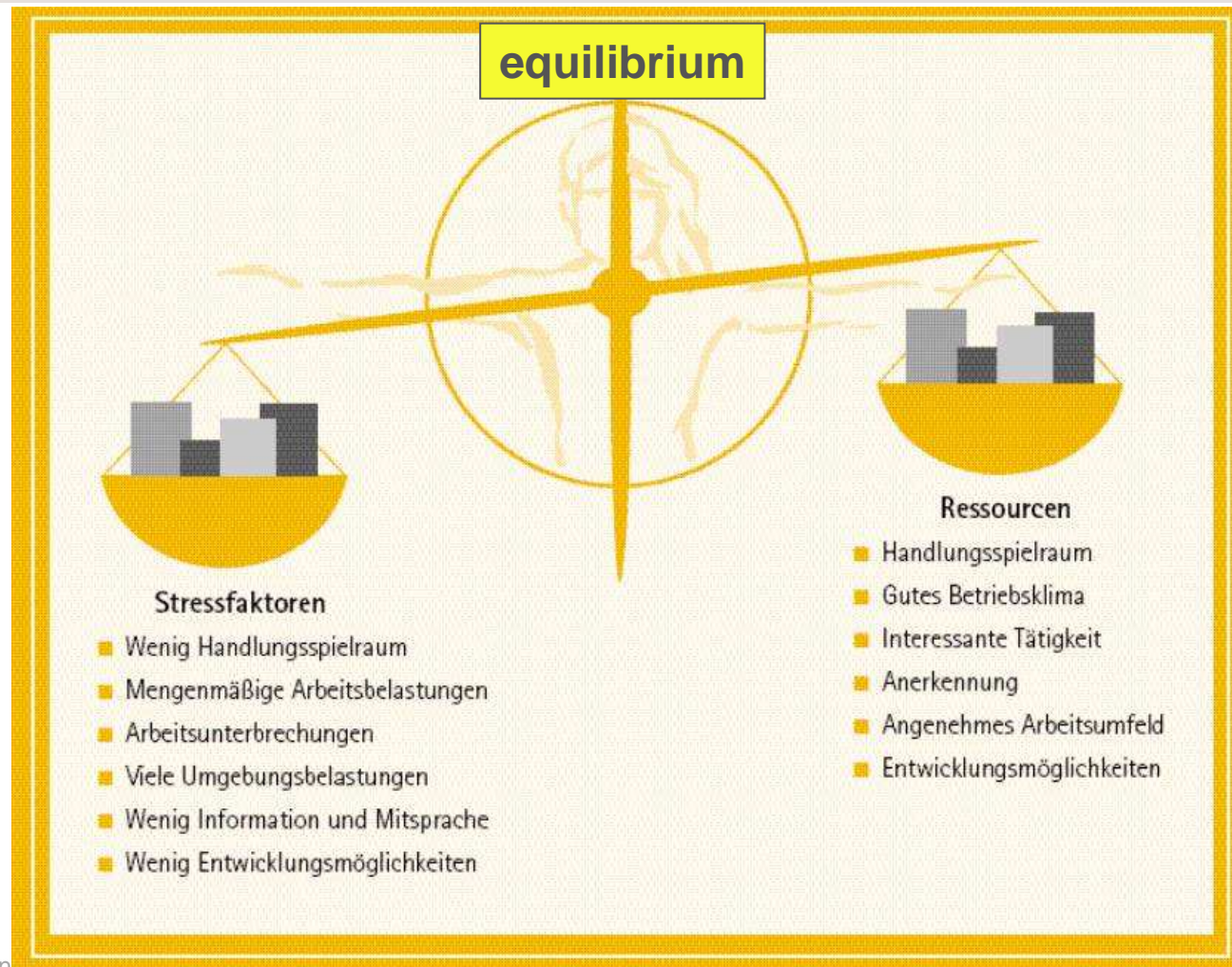
Benchmark



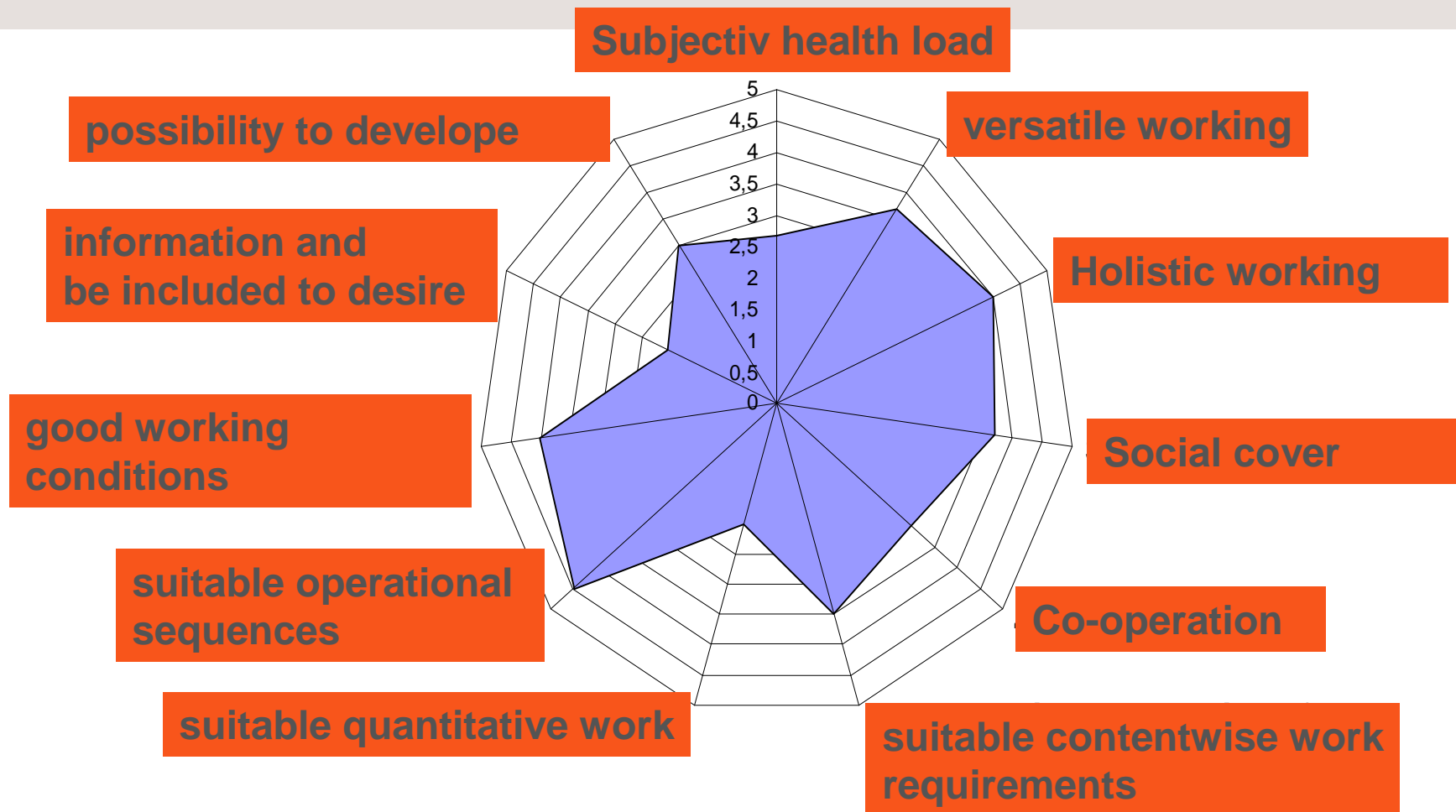
Psychosocial working place loadings



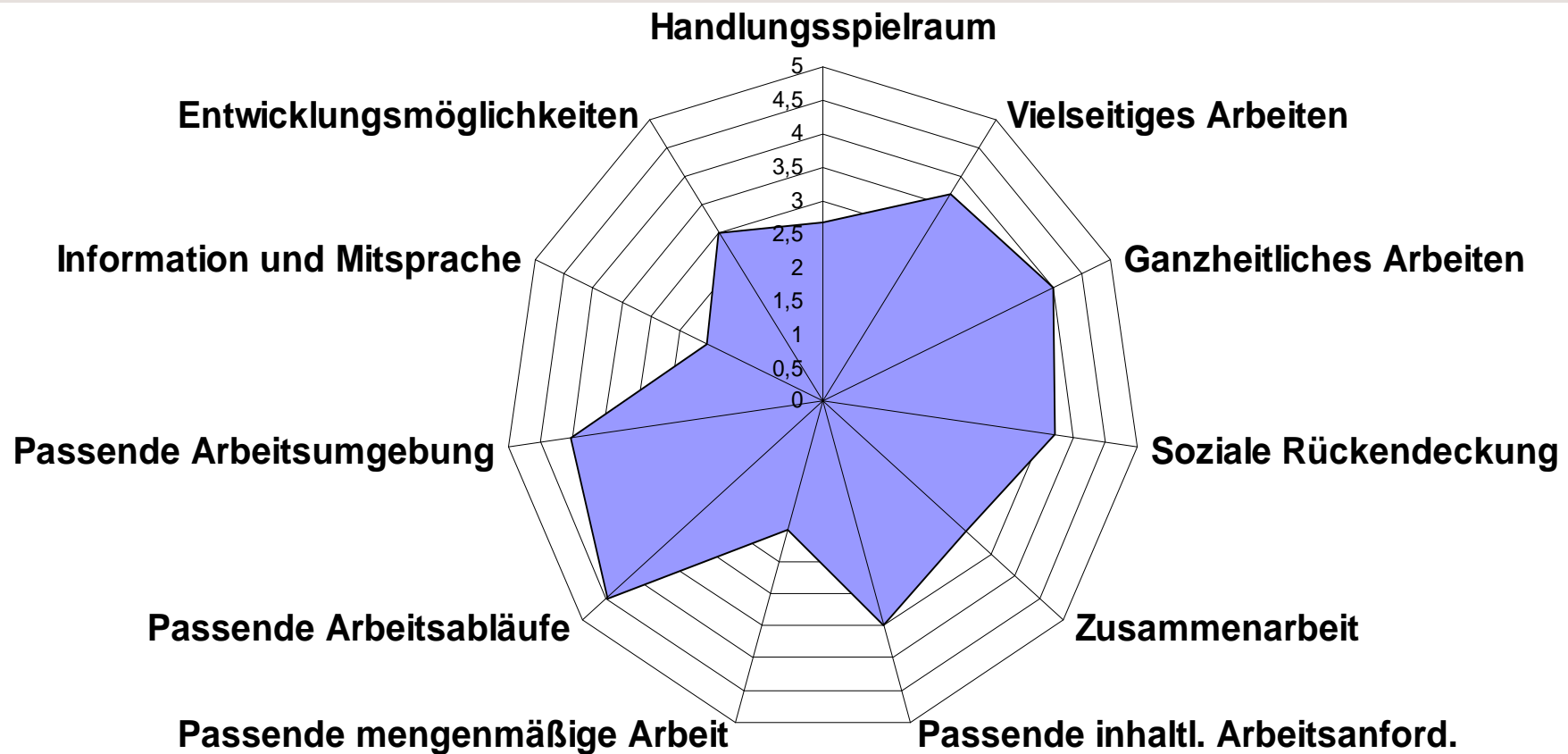
Stress factors – and resources analysis in departments



Stress Management



Stress Management



Stress Management

Stresstests (Biofeedback):



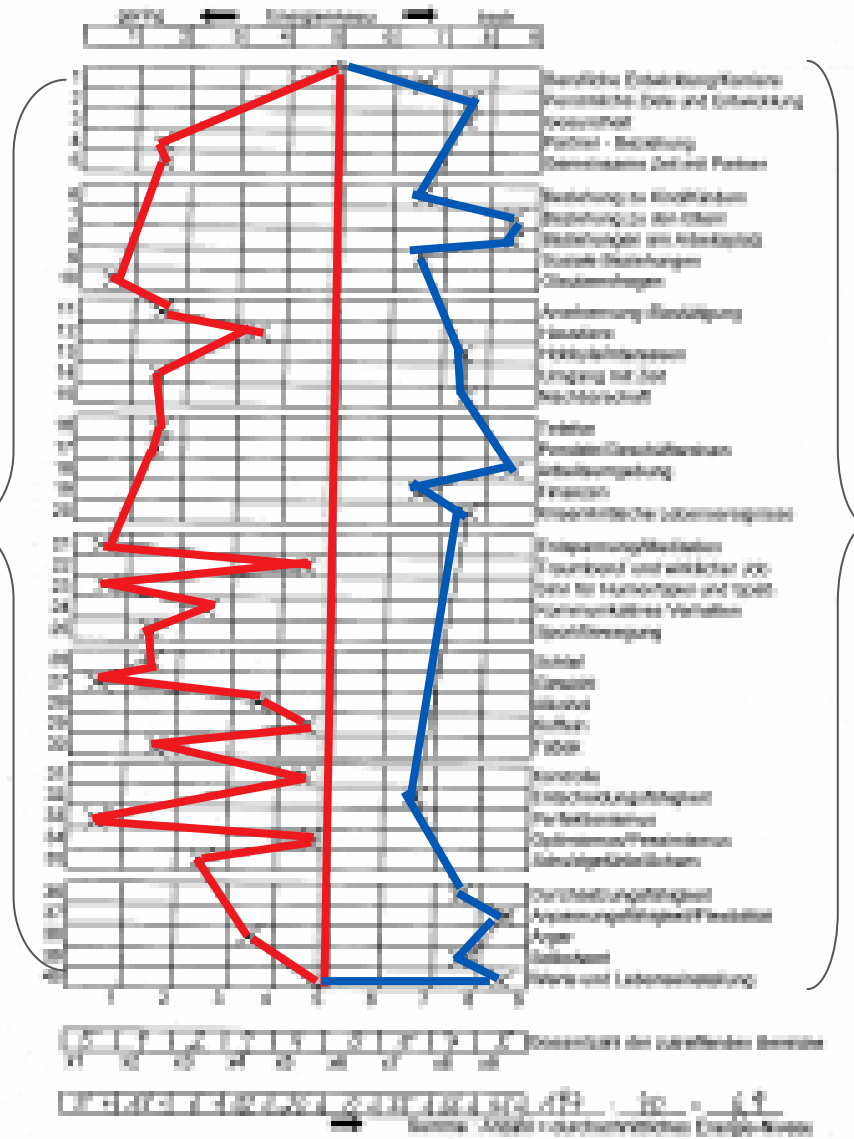
Lebensqualitätsindex

Lebensqualitäts-Index



Stressfaktoren

Ressourcen

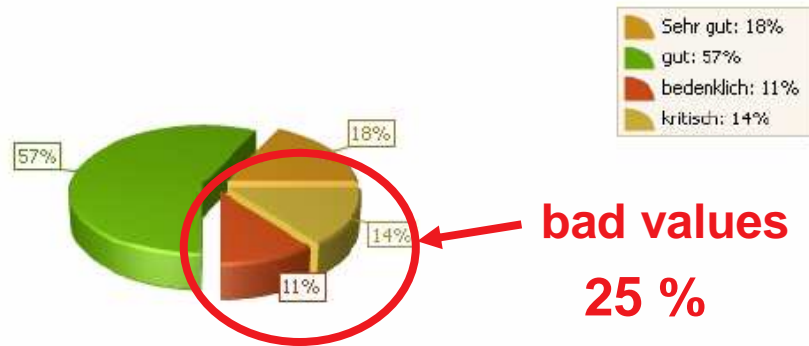


stresslevel

young workers

Stresslevel

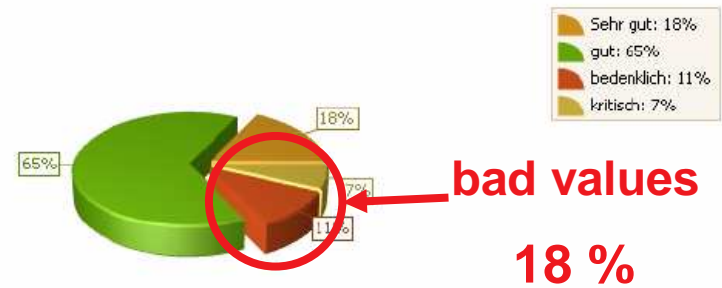
28 Testpersonen



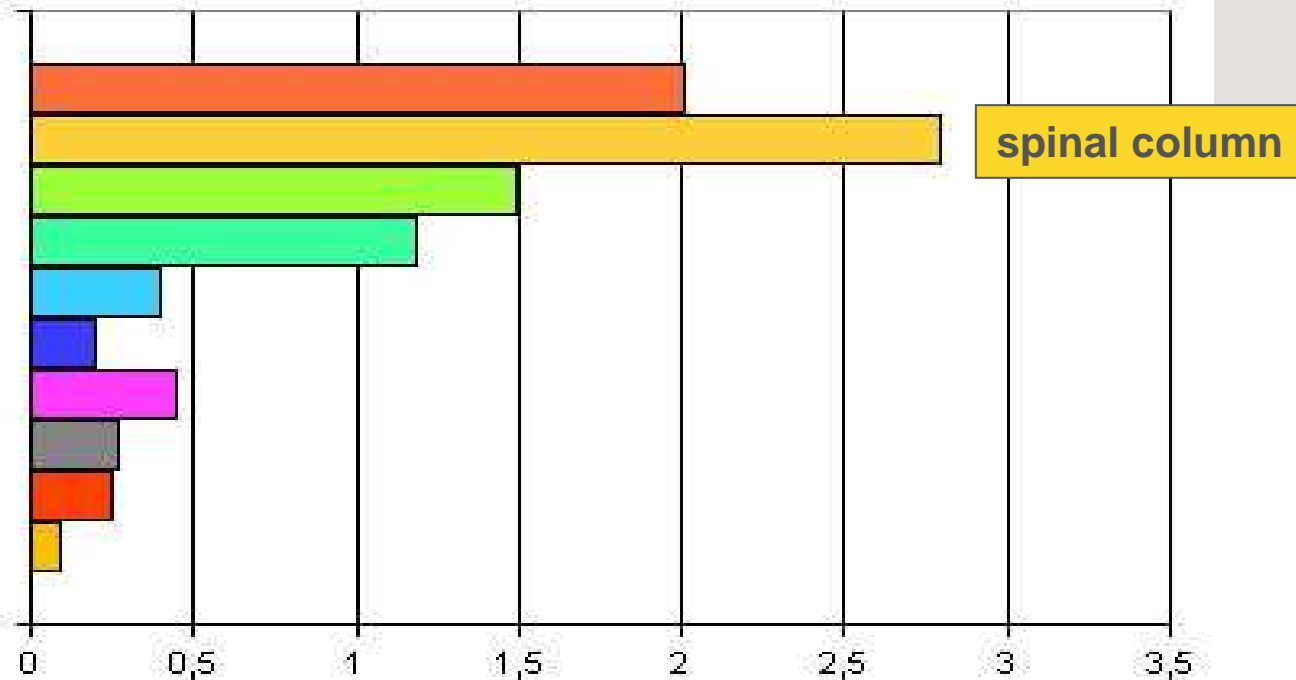
employees

Stresslevel

102 Testpersonen



Statistic of sick persons RHI AG EGIS



- Krankheiten der oberen Luftwege
- Krankheit des Skeletts, Muskeln, BGW
- Nicht-Arbeitsunfälle (ohne Vergiftungen)
- Sonstige Arbeitsunfälle (ohne Vergiftungen)
- Sonstige Krankheiten der Atmungsorgane
- Darminfektion
- Krankheiten des Magen-Darm-Traktes
- Symptome und schlecht bez. Affektionen
- Ischämische Herzkrankheiten
- Krankheit der Mundhöhle, Speicheldrüse, Kiefer

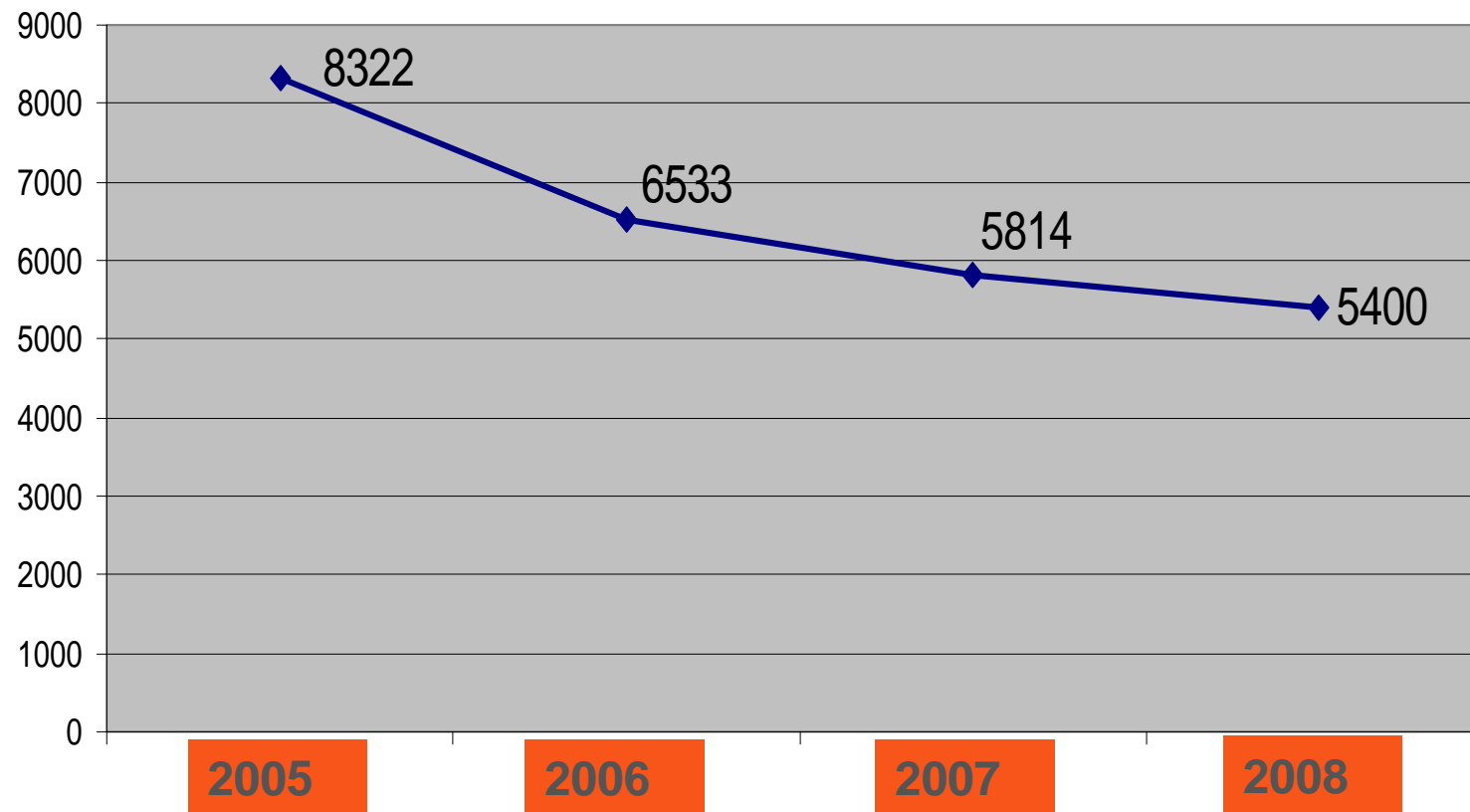
Health spinal column



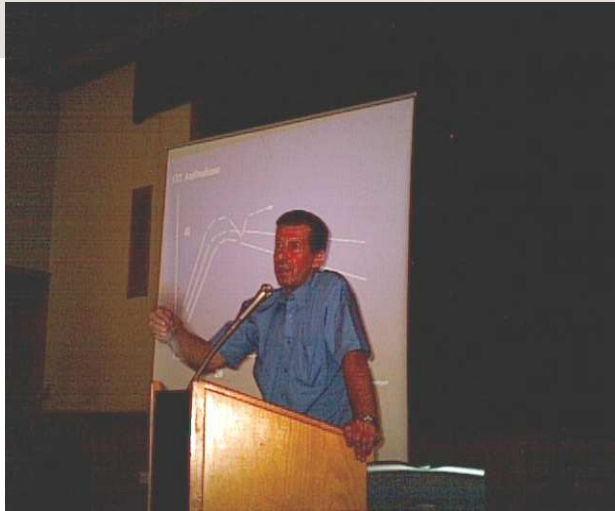
Health spinal column



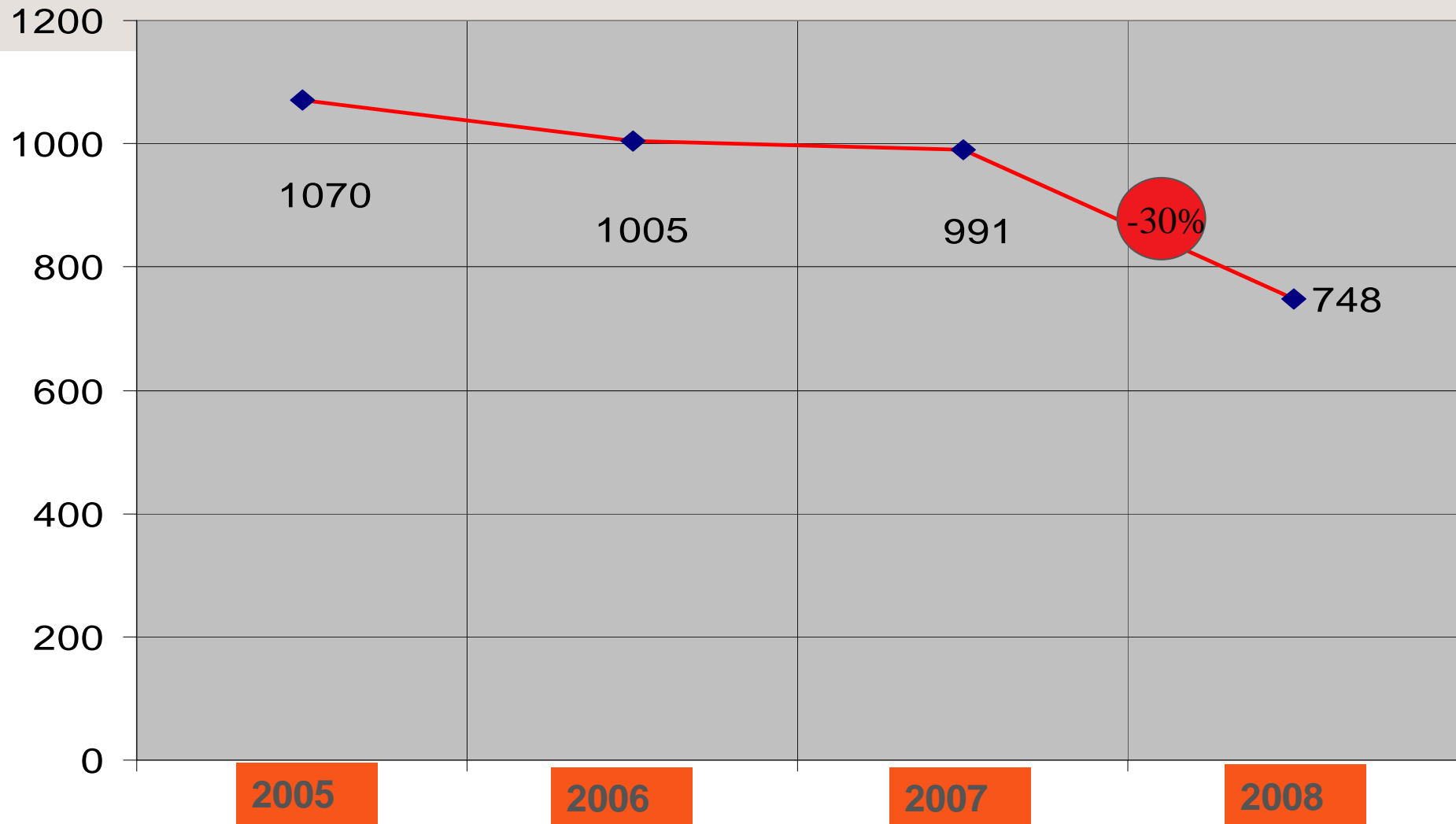
absolute Krankenstandstage RHI Konzern Diagnose Wirbelsäule



PROJECT „INFORM“



PROJECT „INFORM“



HONORS

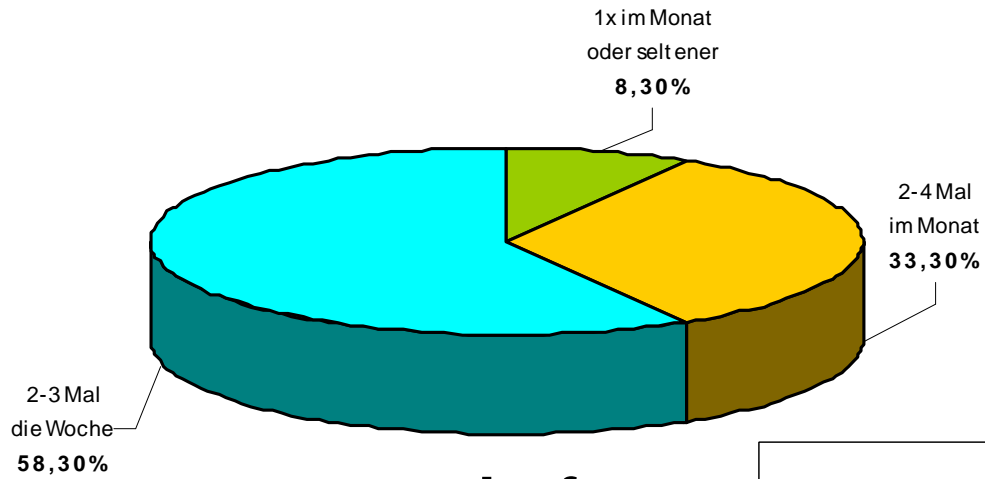


YOUNG WORKERS are the future in a sustainable economy in the RHI AG



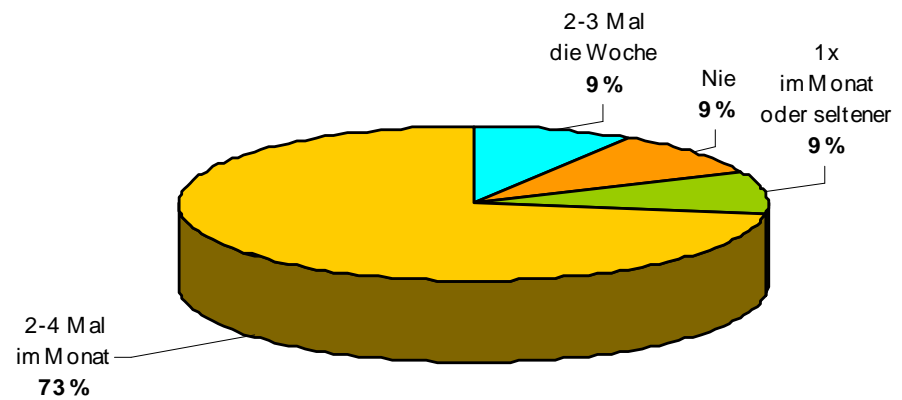
Drugs - prevention

Alkoholkonsum



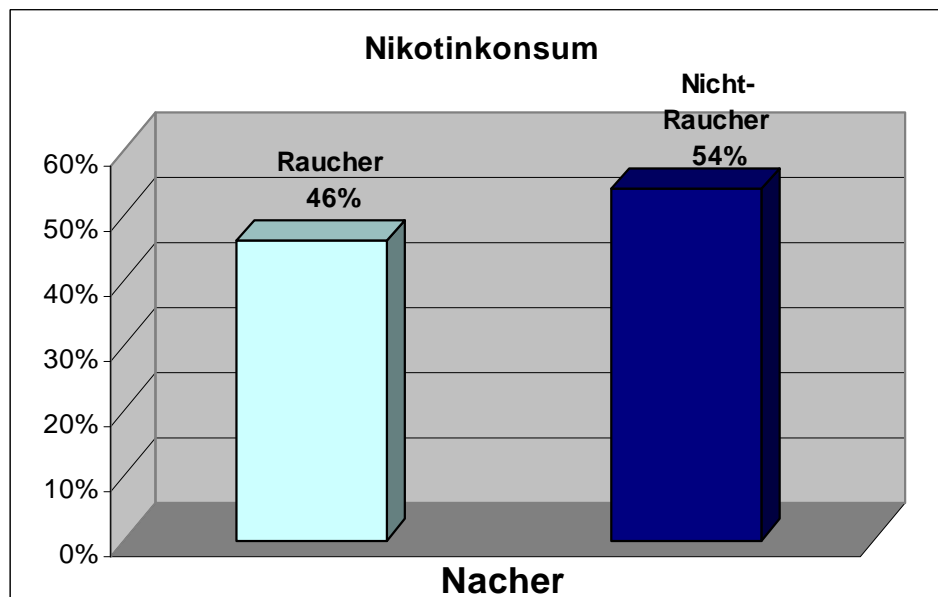
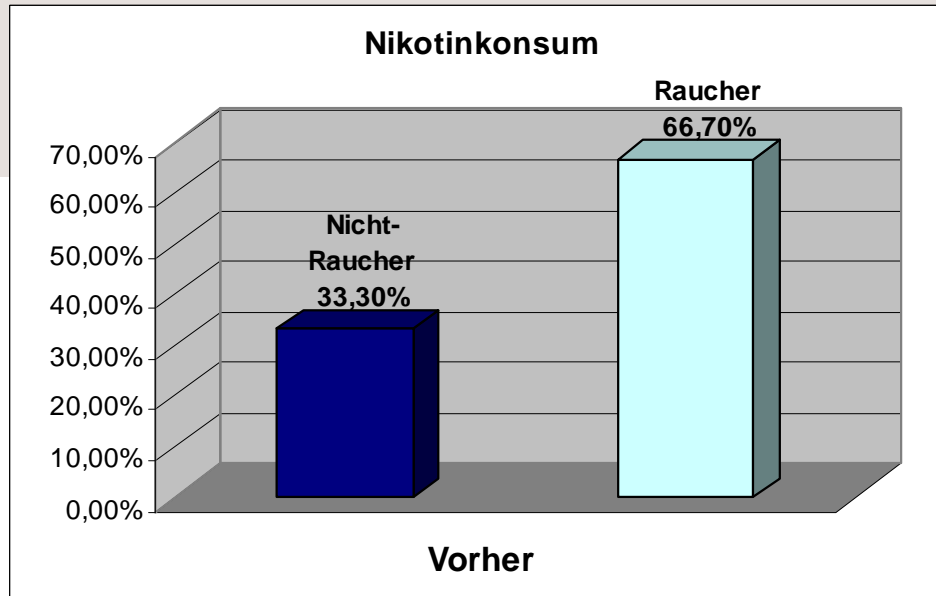
before

Alkoholkonsum

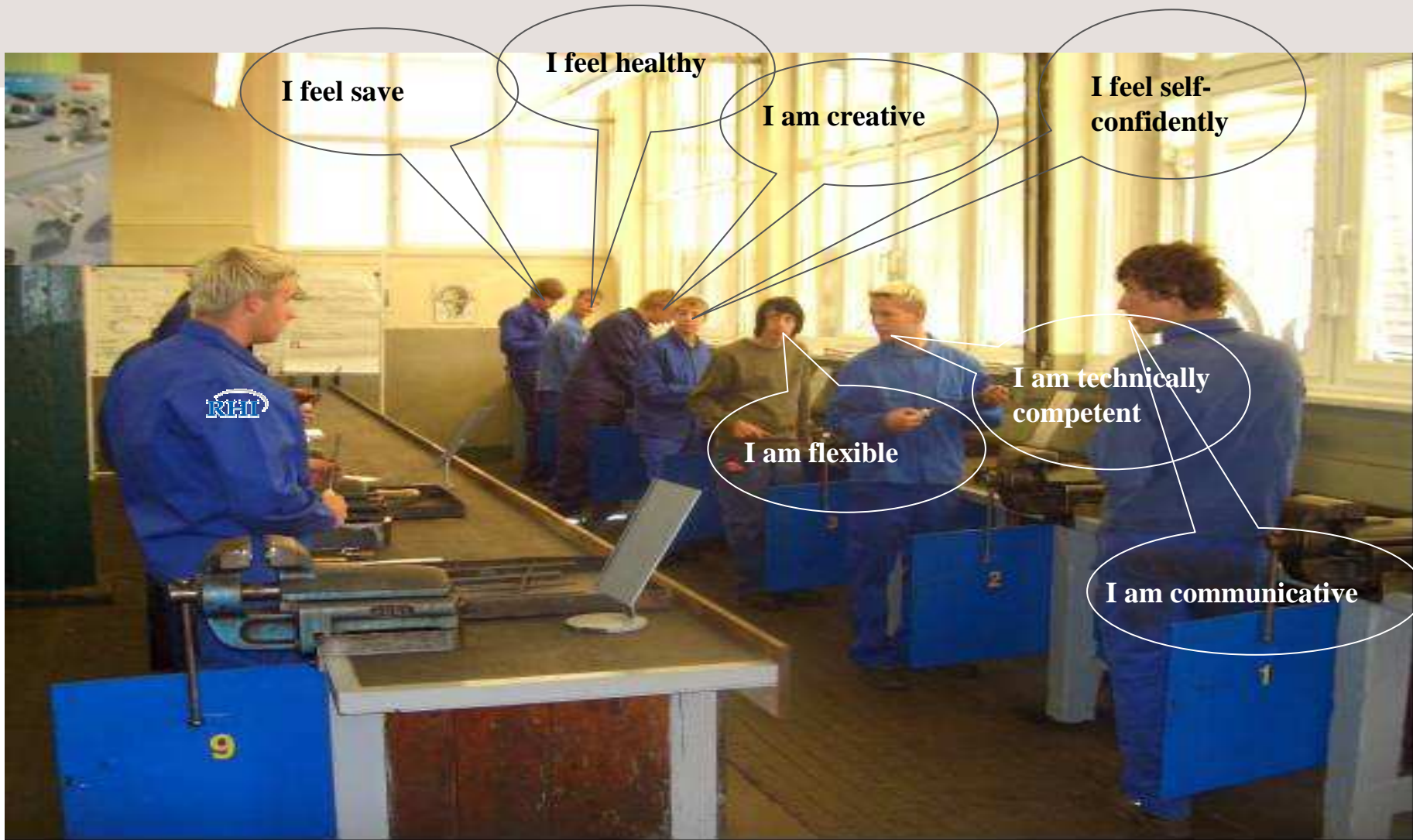


later

Pro-Fit Woche Lehrlinge



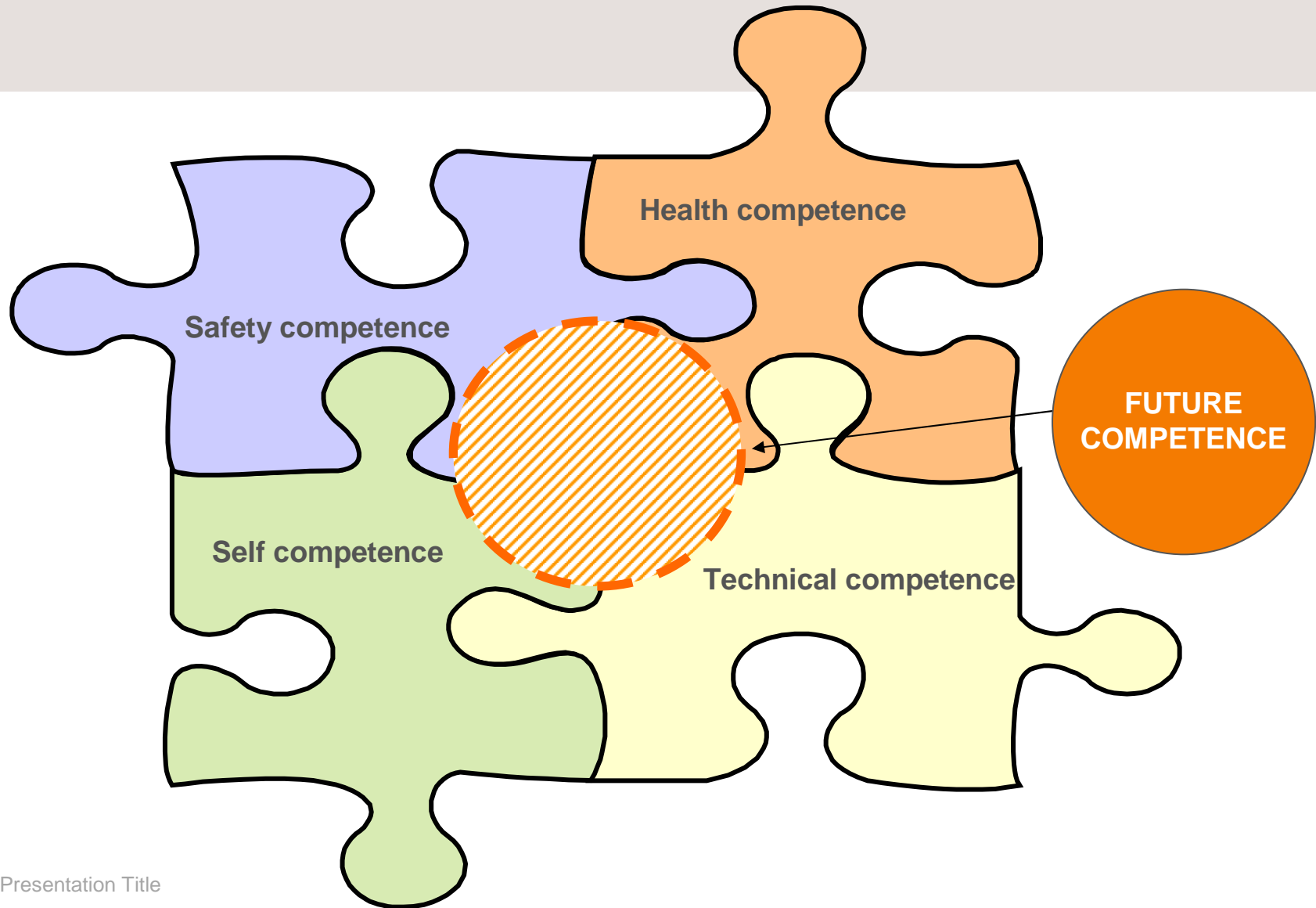
PRÄSENTISM



FOR FUTURE PROFITABLE



FOR FUTURE PROFITABLE



HEALTH PROMOTION ANSWERS THE FOLLOWING QUESTIONS

- The leadership behavior has which influence on the Health of the coworkers and/or up the time absent?
- The kind of communication has an influence on that Time absent behavior of the coworkers?
- Which leadership behavior affects time absent?
- Which leadership behavior promotes the presence of everybody?
- There is in enterprises such a thing like disease culture or präsentism culture?
- How has a health culture in the enterprise to look?
- What are the differences between both cultures?

HEALTH PROMOTION ANSWERS THE FOLLOWING QUESTIONS

- How can an existing culture be transformed into a Health culture?
- Structural changes play which role with the rate of sick persons?
- Are there possibilities to go around constructionally with vital fears of the coworkers (and their devastating effects on the health, the work motivation and the work in general)?
- What can an enterprise thereby carry out for its Coworkers?

Thank you

for

your attention

