

Employee involvement and care as key corporate culture values



Dr. Karin Birkenmeyer (Head of Industrial Medicine) and Paul Benischek (Head of Human Resources) at the award ceremony on January 20, 2009 in Linz.

With its strong customer orientation and exceptional commitment to AMAG CIP, which also includes the active design of work procedures and personal working conditions, company employees and their intensive involvement form the basis of AMAG's corporate culture. A major contribution to this culture is provided by a diversity of health care measures and as recognition of its successful endeavours in this area, AMAG has received a seal of quality for the years 2009-2011 from the Austrian Network for the Promotion of Industrial Health. The company is one of 20 enterprises in Upper Austria and 89 throughout the country that hold this award.

Personal responsibility and optimum working conditions

During the past ten years, a wealth of activities such as the AMAG Vital Check, the AMAG Vital Cheque and the Health Circles have been introduced. AMAG health promotion consists of two main approaches consisting of behavioural prevention, which involves a raising of awareness levels with regard to individual responsibility for personal health, and conditional prevention, which relates to the creation of working conditions that are as favourable to health as possible. The Health Circles, which have been met with a highly positive response, play a major role in this connection.

Implementation of over 100 employee suggestions

A central role in the promotion of health at AMAG is played by the Health Circles, within which measures are implemented to improve

working conditions with the involvement of both management and staff. The first Circle was launched in 2006 in one of the production areas and following its major success, during 2007 other production, maintenance and services areas were integrated into the scheme. Since the 2006 pilot project, a total of 141 suggestions have been made of which 75% have been implemented. These include improved hall ventilation, new, air-conditioned plant control rooms for a reduction in noise, heat and dust impact, new lifting gear to cut spinal loads, and the ergonomic design of office working areas.

Activities in 2009

This year, health promotion activities are centred on the Vital Check, a voluntary, preventive medicine examination, which focuses on the heart/circulation system and includes individual advice from a physician, the continuation of the Health Circle,

in which employees are actively involved in the design of their workplaces and working environment for improved health, and the fitness sector.

Measures for greater work safety

At AMAG, the retention and promotion of health is a lifelong project. Consequently, work safety is as important as production output. AMAG regards the guarantee of the safety and health protection of all employees, in tandem with adherence to all statutory regulations, as an obligation. The objective is to systematically evaluate danger potential with the assistance of the workforce and then to remove it by means of the appropriate measures. Accordingly, accreditation according to OH-SAS 18001 is in the preparatory phase, following the completion of a preparatory audit in autumn 2008 for the identification of strengths and weaknesses. ■