



The section managers at Voest-Alpine Stahl Linz GmbH are responsible for health and safety matters at the workplace. The performance-related pay of the managers is linked, among other things, to the observance of the regulations on the health and safety of employees. Workplace health promotion has a separate budget.

Broad alliance for health

In the steel company, WHP is planned and co-ordinated by a project steering committee. It consists of one member of the joint works council, the managing directors and works councils of the project departments, the managers of the occupational medical service and safety service, an external project co-ordinator, the person responsible at the Austrian Contact Office for WHP as well as an employee from the Upper Austrian Sickness Fund (OÖGK).

In order to obtain more exact details for the necessary WHP measures, a staff survey was conducted at Voest-Alpine Stahl Linz GmbH. Subsequently, health circles were introduced in the main mechanical workshop and in the works canteen. These groups drew up numerous suggestions for improvement.

In quality groups the employees participate in the continuous improvement process. As 6% of the employees (569) are disabled or have serious health problems, the company attaches particular importance to the rehabilitation of employees who have been seriously ill or have been sick for a prolonged period.

The company has set up a works nursery school to improve reconciliation between family and

working life and it offers the employees various part-time options. The employees eat in a canteen, and break and rest rooms are available. Voest-Alpine Stahl Linz GmbH provides various programmes for exercise and relaxation. An occupational medical service and the works council offer addiction and social assistance.

Almost all ideas implemented

With an implementation rate of 94% of the suggestions drawn up in the health circles, Voest-Alpine Stahl Linz GmbH has proved what major significance health has for the company. The working conditions have improved considerably and the negative impact on employee health has been greatly reduced. Staff satisfaction has risen. Absenteeism due to illness fell from 7.9% to 7.2% and the accident rate from 0.9% to 0.8% in the last two years.

Branch:

Steel industry

No. of employees:

8.168

Products/Services:

Quality steel and sheet

Locations:

Linz

Miscellaneous:

7,6% women; 52% works shift; largest employer in the regional capital of Linz