



Work in tune with life

Template Model of Good Practice 1

Work in tune with life **contact person (NCO)**:

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A. Identification and Motivation

General information about the MOGP company:

Name of organization	F. X. Meiller Slaný Ltd
Address	Netovická 386
City	274 01 Slaný
Country	Czech Republic
Contact person (name/function)	Ivana Nekulova (Ms.), Human Resources and Organization Manager
Email address	ivana.nekulova@meiller.com
Telephone number(s)	+420 602 748 360
Website	http://www.meiller.com
Sector	C Manufacturing
Number of employees	600

(When the company does not want to provide this information a reference to the NCO will be made, which will support the connection to the company if necessary)

**Motivation (max. 100 words)**

Why has this company been selected as MOGP?

What is special for this MOGP?

How many points the company scores on the on line assessment tool?

Max. 100 words:

F. X. Meiller Slaný Company (German owned) manufactures heavy vehicles with tipping bodies. The company efforts to improve mental health promotion in its employees coincided with the time of economic recession. The company management contrived in monumental exertion to unite workers in joint effort to save “their own” company by evaluating, reorganizing and innovating all working processes and at the same time to educate and thoroughly instruct them in stress risk factors and methods of coping with stress.

On-line questionnaire score: **98**

Audit at workplace : Total score quality **93**, total score transferability **93**

B. Policy and Culture (max. 300 words)

Please explain how the **health policy** in the company is organized.

Clarify the approach and the reason why a health policy/initiative was initiated.

Indicate how **mental health is integrated/linked** to this general health policy: Conditions fulfilled concerning the integration; mental health part of mission statement; mental health incorporated in organizations’ strategies; systems and processes; specific targets on mental health promotion; comprehensive approach of Workplace mental health promotion (WMHP); management involvement.

Max. 300 words:

The company is fully aware of the relationship between employers’ support of workers and prosperity of enterprise. The consequent planning is based on a complex approach: workers need safe work conditions, knowledge on healthy work and life style and good human relations at workplace. Quality of health promotion on company premises was confirmed by winning a title Health Promoting Enterprise in 2009. Now the company decided to introduce also mental health promoting activities and so contribute to contentment and wellbeing of employees. In the times of general economic uncertainty is this approach especially necessary as a prevention of stress and psychological problems. It presents, nevertheless, more problems in achieving such goal and the financial resources are not easily available. In spite of these difficulties the company did not shrink from this resolution and by great effort achieved both better business results and education and training of workers in stress prevention. Deep involvement of the Czech management and its willingness to acquire all possible knowledge about mental health, risk factors and their prevention was instrumental in accomplishing the company goals.

C. Organisation and Structure (max. 200 words)

Who is in charge of and/or involved in the organisation and support of the mental health promotion initiatives?

And are these persons acquainted with the mental health topic?: Specific work group; composition of the group; training on mental health; resources etc.

Max. 200 words:

The working group for mental health promotion is comprised of the managing director, human resources manager and OSH manager and closely cooperating with company physician and psychologist. Group meetings are held bimonthly or more often if needed. The working group



prepared the company health policy and also financial backing. Education of employees in mental health promotion was planned with respect to the needs of different groups of employees. The company engaged professional firm schooling in mental health knowledge and in psychosocial skills and elaborately organized an instruction course. Education materials published in company information canals were prepared also by the working group with collaboration of physician and psychologist. All planned concrete activities were regularly reported to the parent company in Germany, where the successful procedures are evaluated and recommended to other parts of the concern.

D. Implementation and Strategy (max. 400 words)

How does the company handles the planning of the initiatives concerning mental health promotion? Who is involved in the planning and implementation of these initiatives? Is the planning linked to a needs assessment? Please explain.

Please describe the initiatives and measures on mental health promotion that were taken in the company: what kind of workplace mental health activities were carried out?

- Promotion of mental health
- Prevention of mental health problems
- Dealing with (workers with) mental health problems at work
- (Re) integration of workers with mental health problems

Max. 400 words:

Recent state of world economy limited the company 's potential but also forced the management to assess situation in detail and to decide for better functioning to utilize all organizational and personal opportunities available. The essential standpoint in this process was social view. Workers from all departments of the factory participated in a critical evaluation of working conditions and working, organizational and social processes (inner evaluation system). All suggestions for change from all company levels were continually checked, evaluated and executed. Many old stereotypes were successfully changed and the whole process built up solidarity among employees and the sense of responsibility for the enterprise. Improved utilization of workers ' qualification and their enlargement in working skills resulted in a new core group of highly qualified workers needed for successful completion of commissions, the other advantage of the process is a low or nonexistent monotony of work.

In spite of the scarcity of financial means the company managed to organize a well prepared course about stress and work stress and ways of controlling stress and some of coping techniques. The course was focused on several groups of employees according to their position and nature of their work. Out of company premises in 2 separate days and during the working hours the participants were thoroughly grounded in recognition and intervention of frequent workplace problems. They were taught social skills and relaxation techniques. They were also asked to pay attention to changes in behavior of their colleagues or family members as a prevention of worsening of mental problems. The course lecturers gain their trust and to the second day of the course many participants brought up their real workplace problems for advice. Special problem also tackled in the course was the job stress of higher level managers functioning as mediators between countries with different traditions: cooperating with the foreign owners and transferring their work requirements to the Czech workforce. As a solution the improved skills in communication were also taught in the course.



E. Evaluation and Lessons Learned (max. 300 words)

Please describe how the mental health promotion initiatives are being evaluated in your organization. Who is involved in the evaluation and how are the results communicated?

- What are the results?
- What are the lessons learned from the mental health activities: success factors; barriers and ways to overcome

Max. 300 words:

Assessment of mental and other health activities is a regular part of management meetings. Anonymous questionnaires provide information on employees' attitudes. Information about feelings of stress in the workforce is a part of the health examination during the company Health Day and repeated on the next occasion so the dynamics of the mental health and wellbeing is seen. Also the box for suggestions or questions for management is frequently used. If those data indicate a need for special intervention the company hires professionals in the relevant problem. All those findings form a basis for the company decisions and implementation of further measures. Results of surveys are published in the company journal and passed on for the use of the parent company.

The results of the systematic efforts of the management manifest themselves in higher trust of workers: they are now coming with their problems directly to the HR manager or the director with a complete confidence that they will receive advice and help in their personal, psychological or legal affairs.