

Healthier lifestyles: maintaining employability and quality labour forces in a changing working life

31 October 2008, London

Health vs. work? Occupational health management at RWE

The logo for RWE, consisting of the letters 'RWE' in a bold, blue, sans-serif font. The letters are slightly shadowed, giving them a three-dimensional appearance as if they are floating above a reflective surface.

The energy to lead

Dr. Christian Feldhaus

Occupational Health

Chief company doctor

RWE Power AG



Media

Work these days...

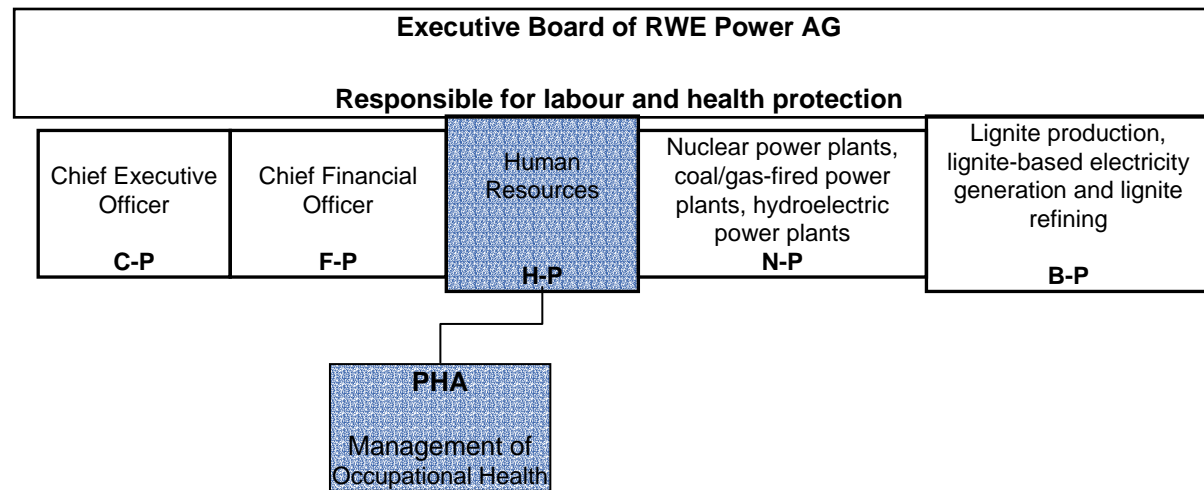


Current Group structure of RWE AG



VOR**RWE** GEHEN

Integration of Occupational Health in the structure of RWE Power AG



- Occupational Health at RWE Power is directly under the control of the Executive Board of RWE Power AG.
The chief medical officer directly reports to the HR director.

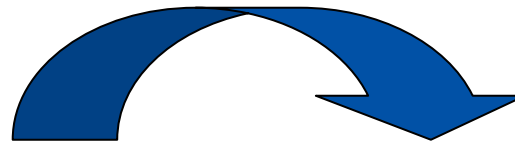
Increasing significance of human resources and health management

Work: more complex, more personal responsibility, increased time pressure-> at all levels

Average life expectancy is increasing

A lack of professional specialists is imminent („war for talent“)

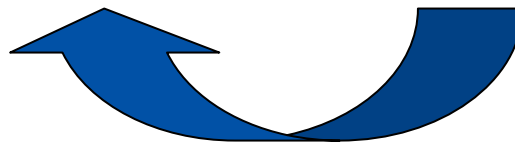
Retirement at 67 instead of early retirement



Ability to perform

Health as a productivity factor

Desire to perform



WHO (1949)

Health is more than the absence of illness. It is the active state of physical, emotional, mental and social well-being.

Occupational health management definition:

» The development of occupational conditions, structures and processes which not only aim to shape work and organisation in a health-promoting manner, but also enable employees to adopt health-promoting modes of behaviour. «

(Badura/Hehlmann 2003)

Part 1: Relational prevention

Part 2: Behavioural prevention

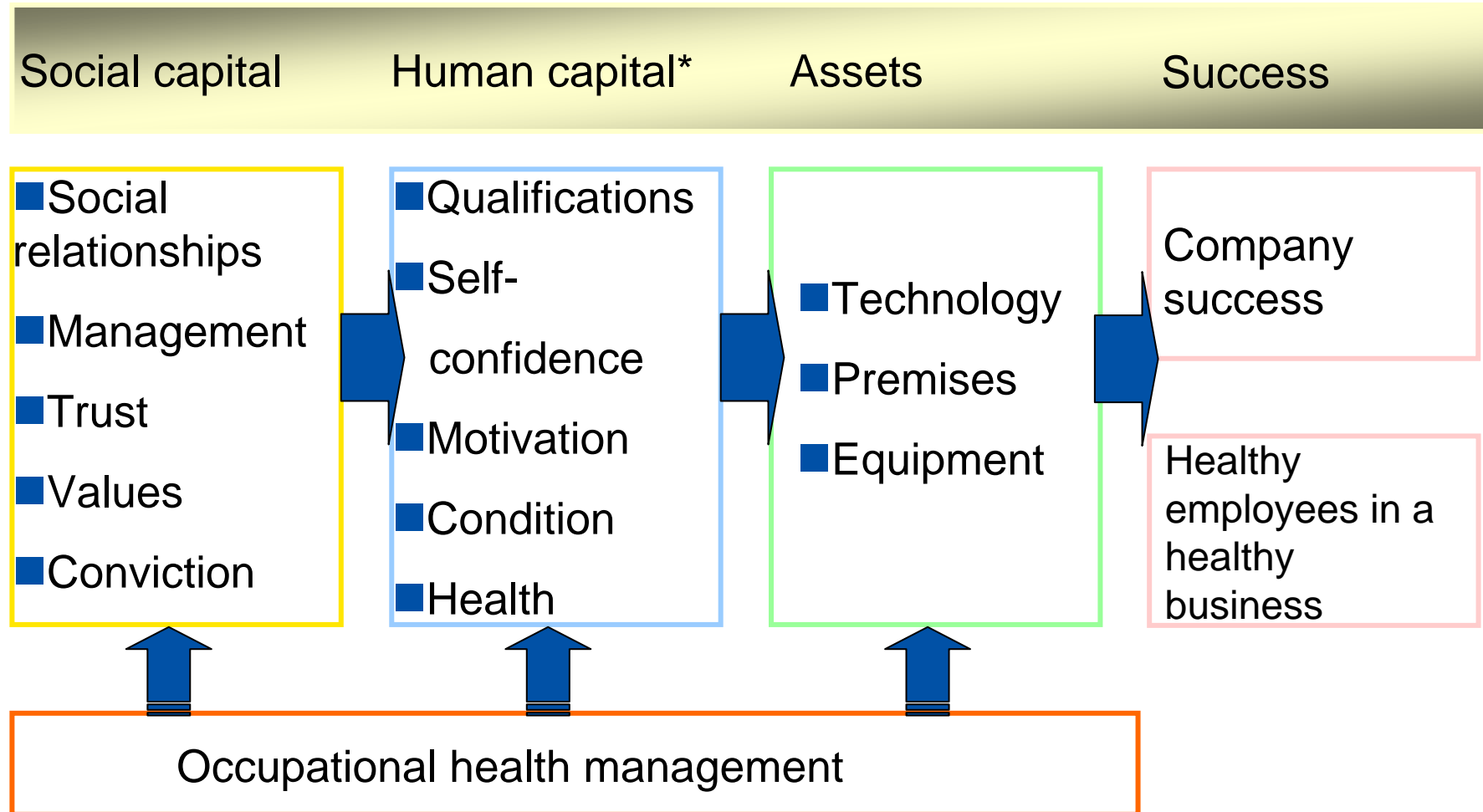
Main OHM objective

Healthy employees in a
healthy company!

Future motion behaviour?



Health management = success at all levels



Who will help us to achieve this goal?

- **Participants / protagonists**

Executive Board

Occupational Health department (health manager as coordinator)

Occupational Safety

Executive staff

Works Council / representative for the disabled

Human Resources department / HR development

Occupational social counselling

Employees

External experts (professional organisations, health insurance companies, ...)

The iceberg



Absenteeism

Presenteeism

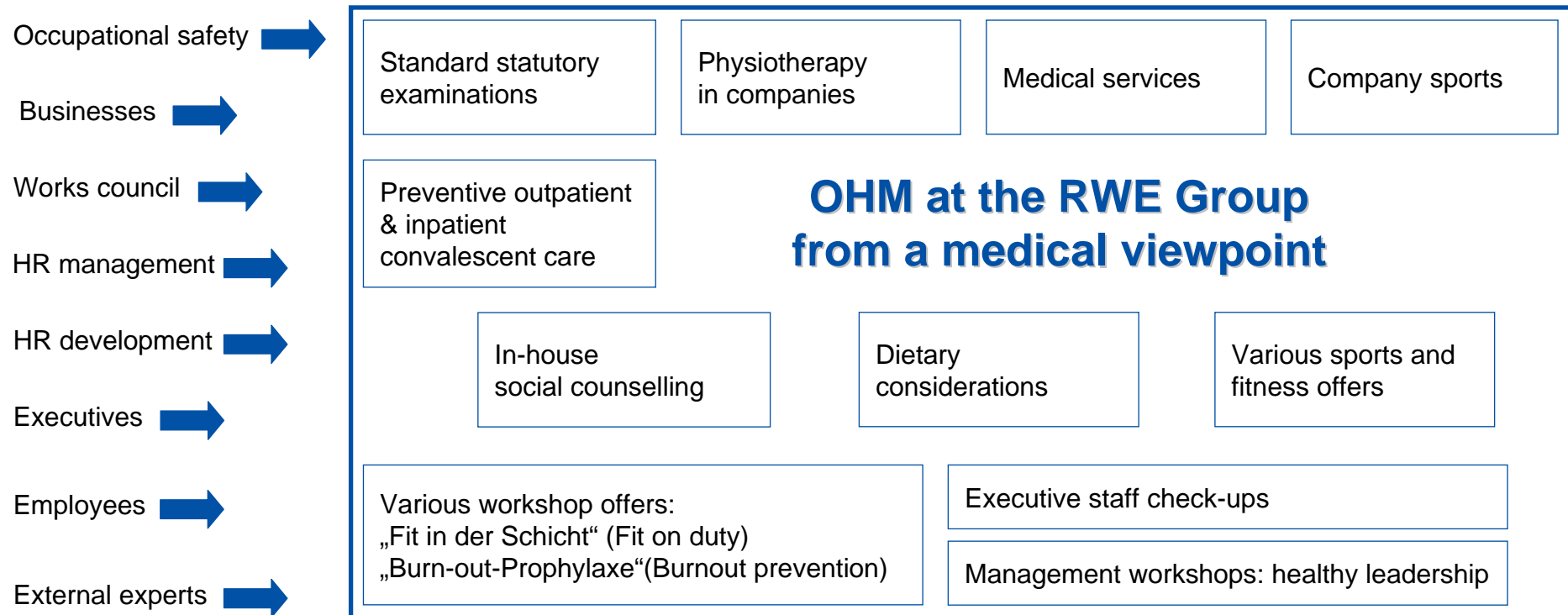
What does lack of well-being cost companies?

Not only absence from work (**absenteeism**) has a negative effect on company results, but also a lack of the desire or ability to perform, caused by mental or physical impairment (**presenteeism**), which may affect employee decision-making ability, production quality or customer orientation.

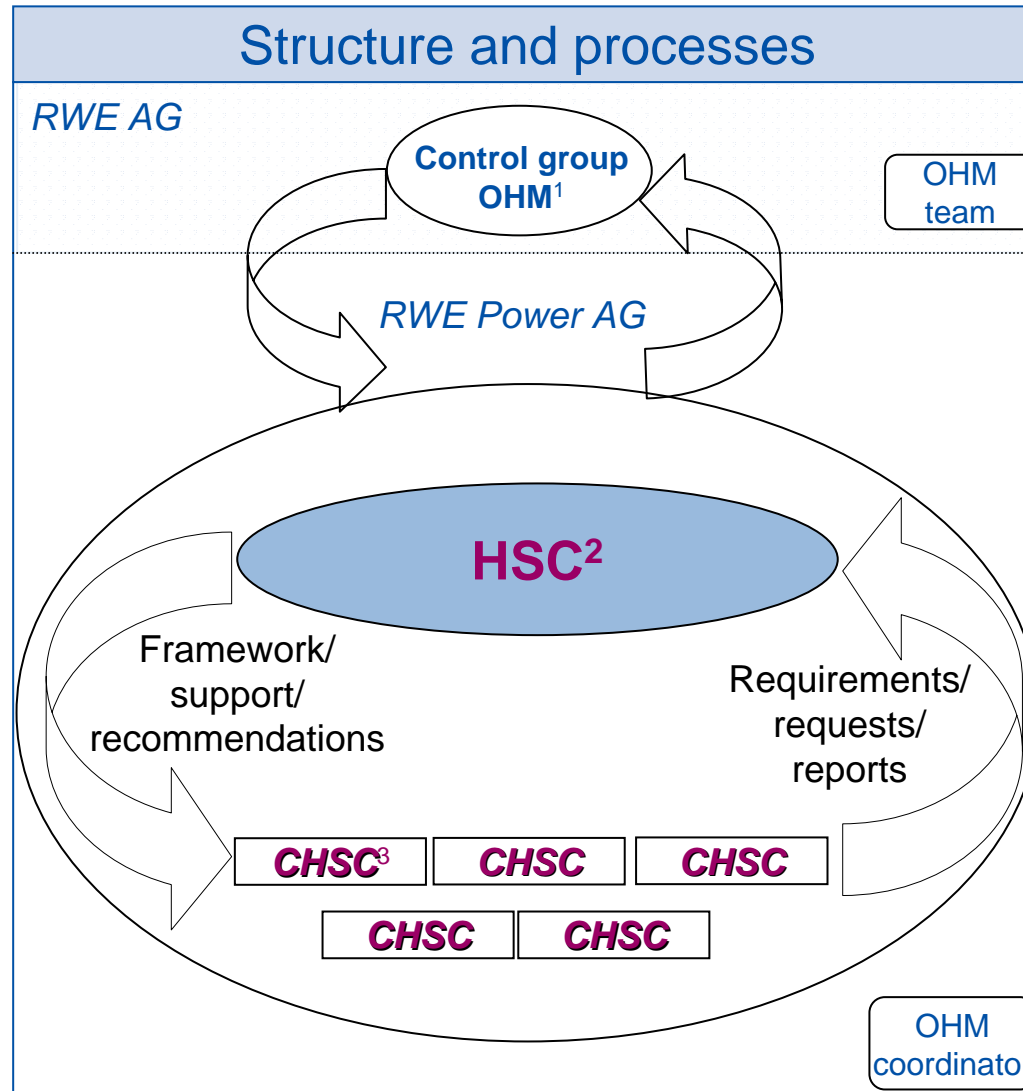
What characterises OHM?

- Commitment to promoting and maintaining health
- Affects everyone
- Dynamic, systematic process
- Cultural tool
- Made up of various elements
- Competitive advantage
- Quality factor

Integration into general concept

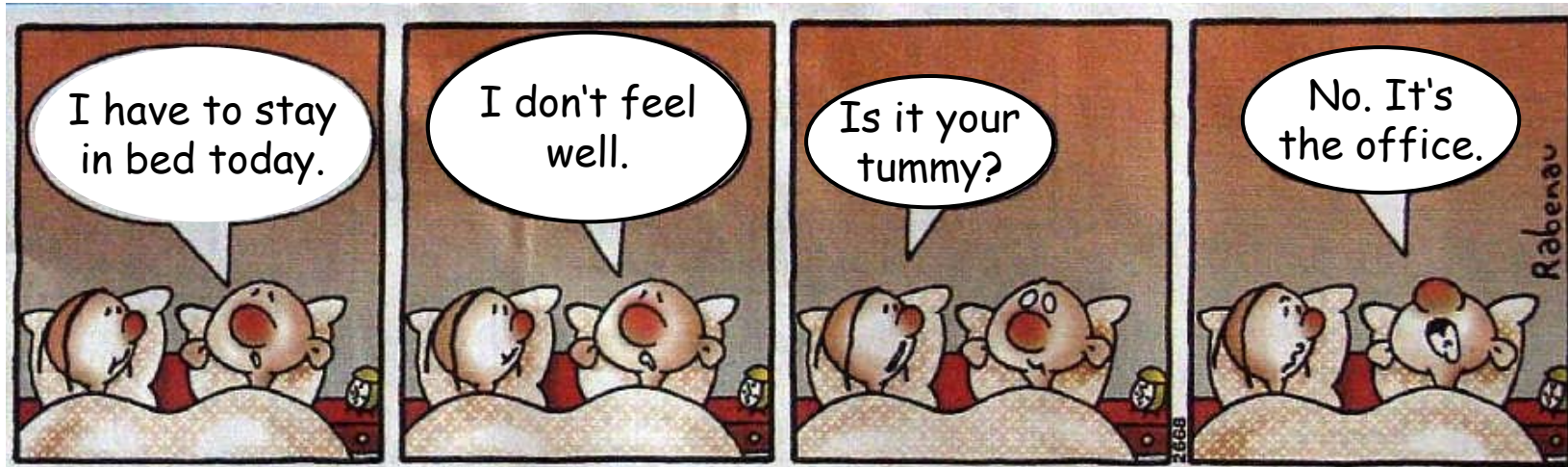


Organisational structure



¹ OHM = Occupational Health Management, ² HSC = Health and Safety Committee, ³ CHSC = Company Health and Safety Committee

Cartoon



Health vs. work?

No!

Work forms part of health (see WHO definition) and may even promote health!



Thank you for your attention!