

A culture of well-being for the workers

“Mental Health Promotion and Prevention Strategies for Coping with Anxiety and Depression in Europe”

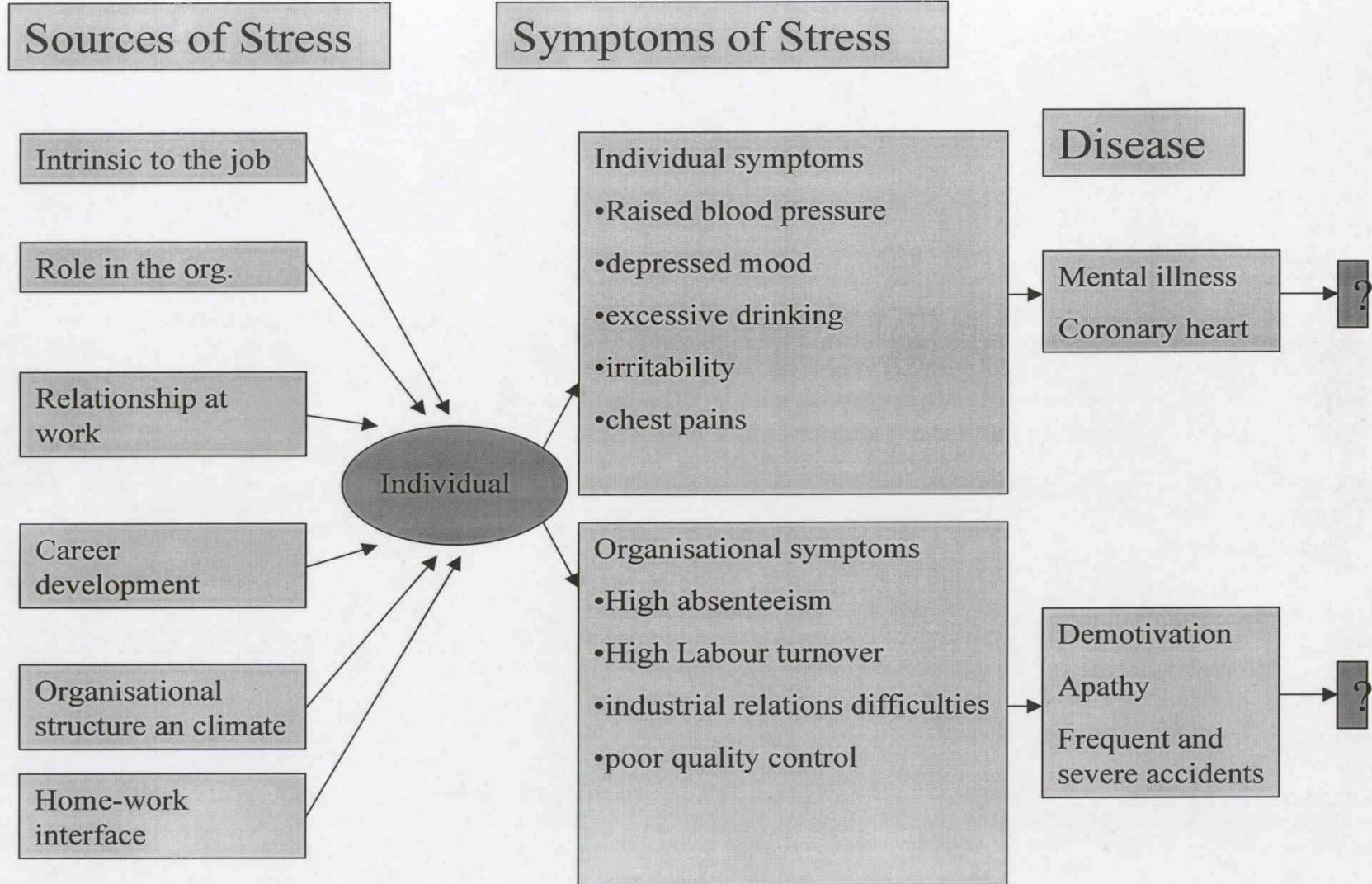
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Grand Duchy of Luxembourg

Brussels,

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Cooper's model of the dynamics of work stress

Occupational diseases

Approximately 80 % of these illnesses are:

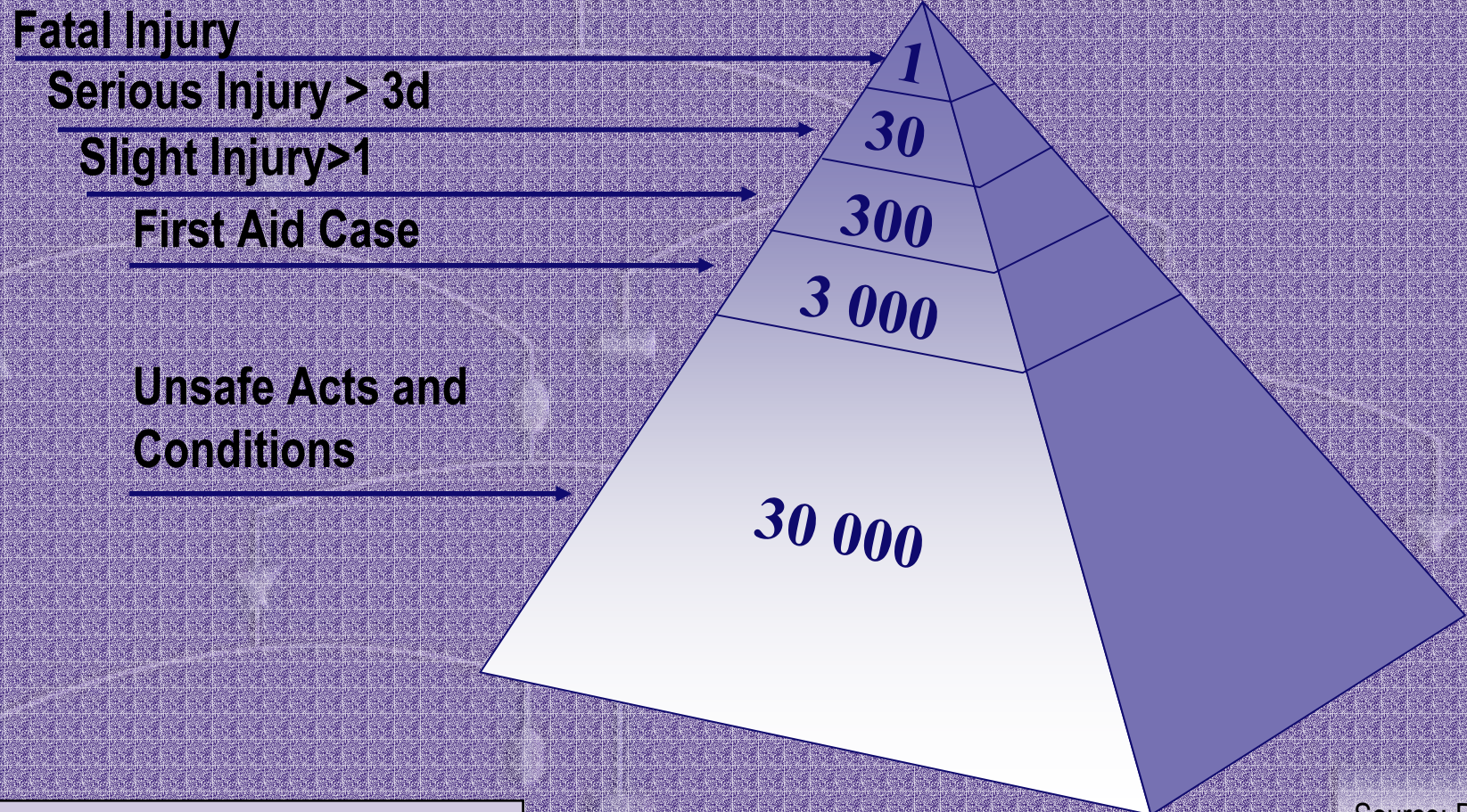
- 33% Musculoskeletal disorders (MSD)**
- 28% Stress and depression**
- 23% Psychological traumas**

Prevention ensured through ergonomical measures and stress management based on inner harmony between body, soul and spirit.

Six Mismatches:

- 
- **overload**
 - **lack of control**
 - **insufficient reward**
 - **lack of community**
 - **lack of fairness**
 - **role conflicts**

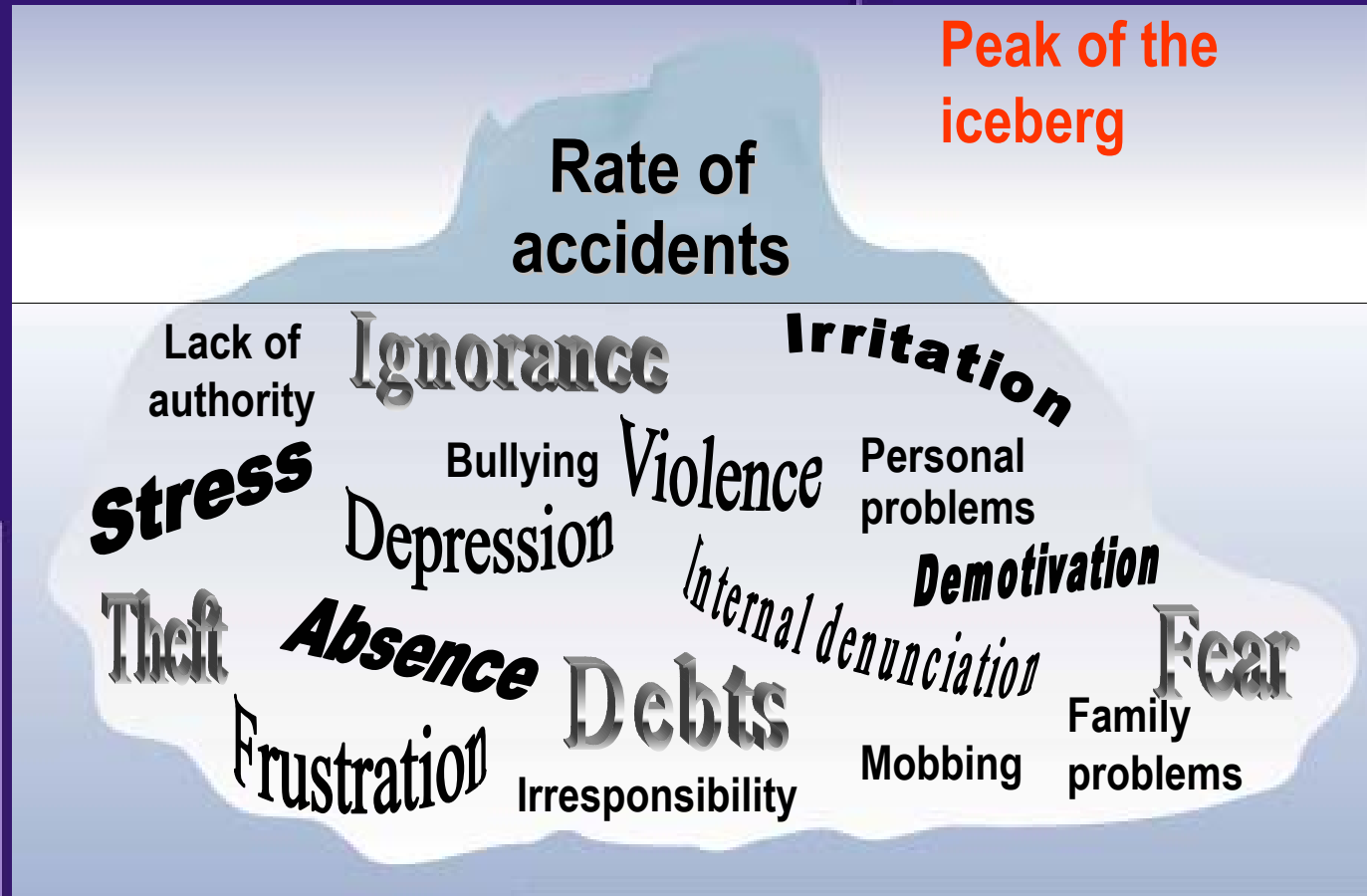
The Accident Pyramid



Safe actions can be trained

Source: DuPont

Unconscious causes of unpleasant incidents/accidents



«Good health is for free, it's anxiety that kills.»

Rather than struggling to reduce the rate of accidents, we should concentrate on melting the iceberg by increasing the temperature of the water of the ocean!

Higher water temperature = more skills and experience = development of conscienceness

"Potentielles Zerstören von sozialen Beziehungen "

- " Ich kann jetzt nicht reden - ich habe schreckliche Kopfschmerzen "
- **Körperlicher Stress**
- " Laß mich in Ruhe – ich hatte einen schlimmen Tag und brauche Zeit für mich "
- **Geistige Müdigkeit**
- " Was ist mit uns passiert ? Liebst Du mich nicht mehr ! "
- **Emotionale Zerrüttung**

Mobbing / Bullying = gegenseitige Beschuldigung
Bescheidenheit und Vergebung = Beziehungen kitten

The boomerang effect of “stress”

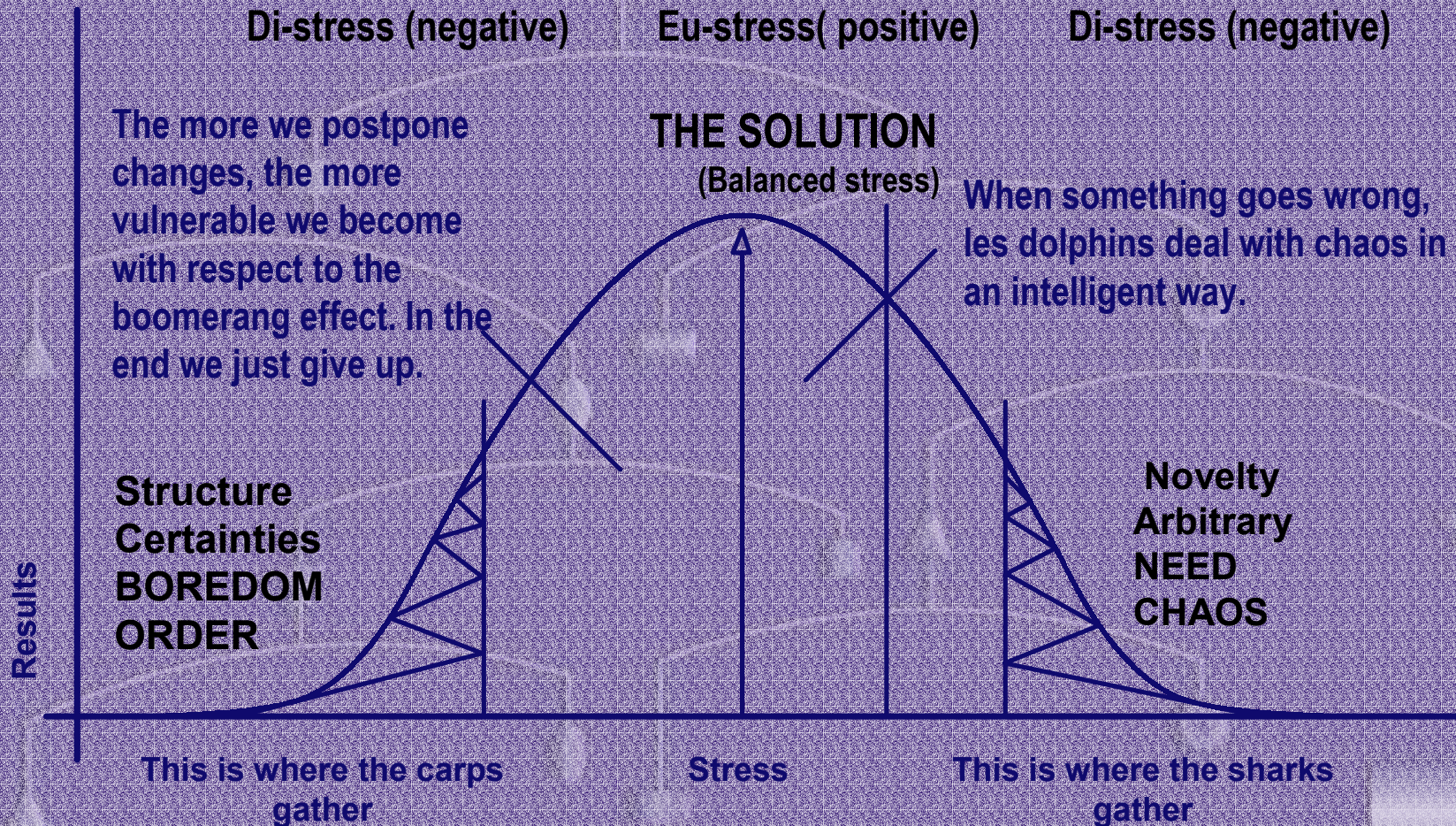


Illustration 7.2. « Der Teich » The fishpond

Di - Stress

Eu - Stress

Part 1
of the brainPart 2
of the brain

POTENTIAL

OUTPUT

1st level of stress: nervous overwork
– stress hormones block the cycle

2nd level of stress: nervousness
intensifies stress (new stress)

3rd level of stress: mental block can
be expected in a new situation

4th level of stress: confirms the
previous prediction; the
mechanism is permanently
blocked: mental block,
nervousness, anxiety, distrust,
etc.

Overwork

Peace

4. Increased willingness to test new
solutions; this leads to unexpected
success.

3. New solutions can be envisaged:
innovation becomes possible.

2. Coherent thinking stimulates the
brain's functions, thus enhancing
creativity.

1. The tendency to get worked up
diminishes. Internal stability stretches
the limits of frustration and reduces
anxiety.

Part 1
of the brainPart 2
of the brain

« Der Teich »



Management Principle



Healthcare, costs, personnel, production, quality, environment and safety are **equal in priority** and are “managed” by the same principles.

Prerequisites for Success

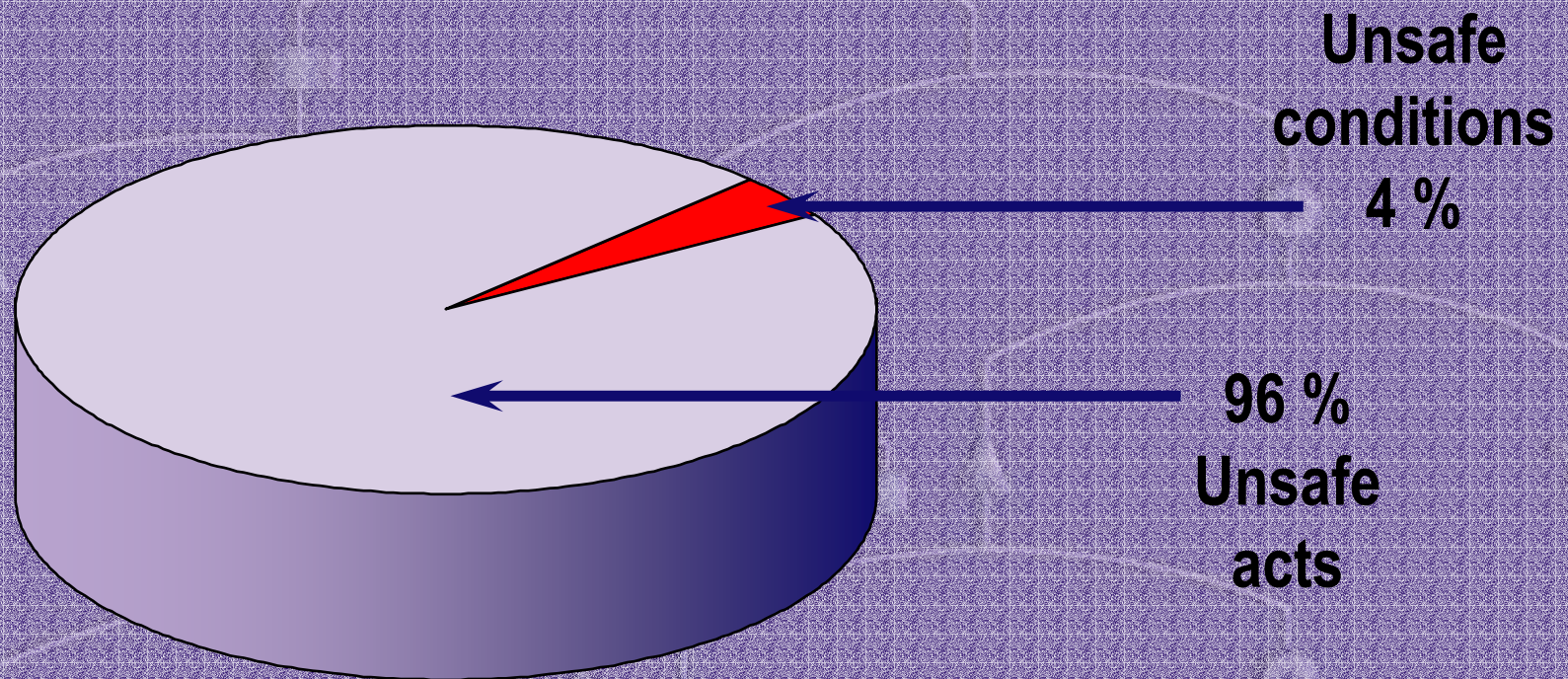
- **Excellence** in Safety, Health and Environmental performance as company goal
- Goals and accountability **communication**
- **Improvement** programs
- Progress **evaluation**

Implementation of a new culture

DuPont Safety / Health Philosophy

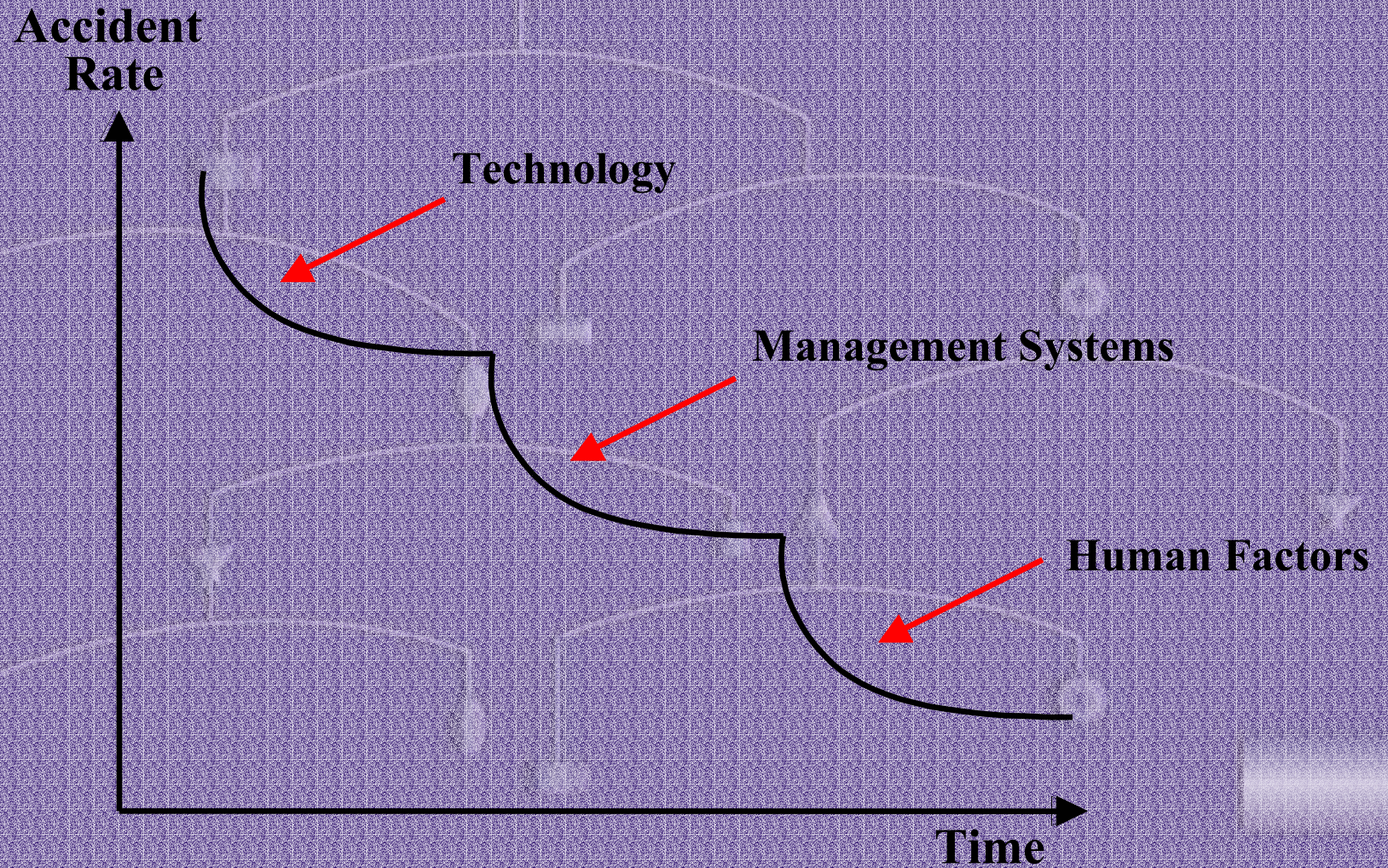
- All injuries and incidents are preventable
- Management is responsible and accountable for safety
- Hazardous zones are identified and secured
- Employee must receive job specific safety training
- Working safely is a condition for employment
- Management audits are a must
- Deficiencies have to be corrected immediately
- Accident prevention is good business
- Employees are the key to success
- Integration of safety as core value

The causes of injuries

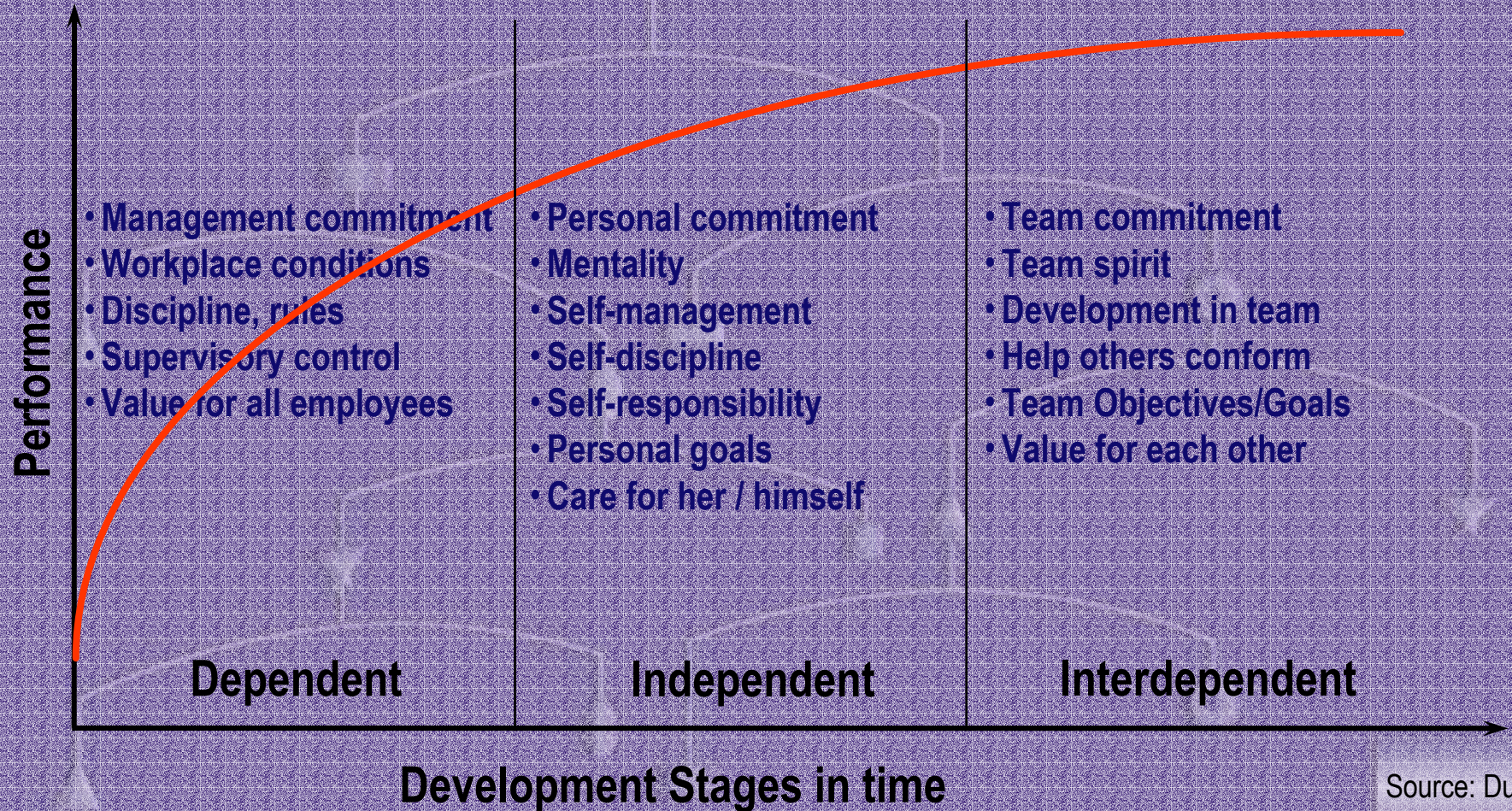


Source: DuPont

Accident Plateau



Organizational development



Commitment and succes

- Everyone has to play his part
 - Managers
 - Upper executives
 - Collaborators
- Proactive safety techniques tackle imminent problems
- Accidents and tragedies are thus avoided



Costs of occupational accidents and diseases

Reduction of profit and slowing down of
the company's economic growth

Compensation

The employer covers the
expenses resulting from
occupational accidents (both
direct and indirect expenses
580,000,000 EURO, i.e.
approximately 2.5 % of the GNP

"AAA"



Reduction of
investments
and benefits

Compensation


Increase in the Social Security
contributions

Costs related to occupational accidents



Source: DuPont

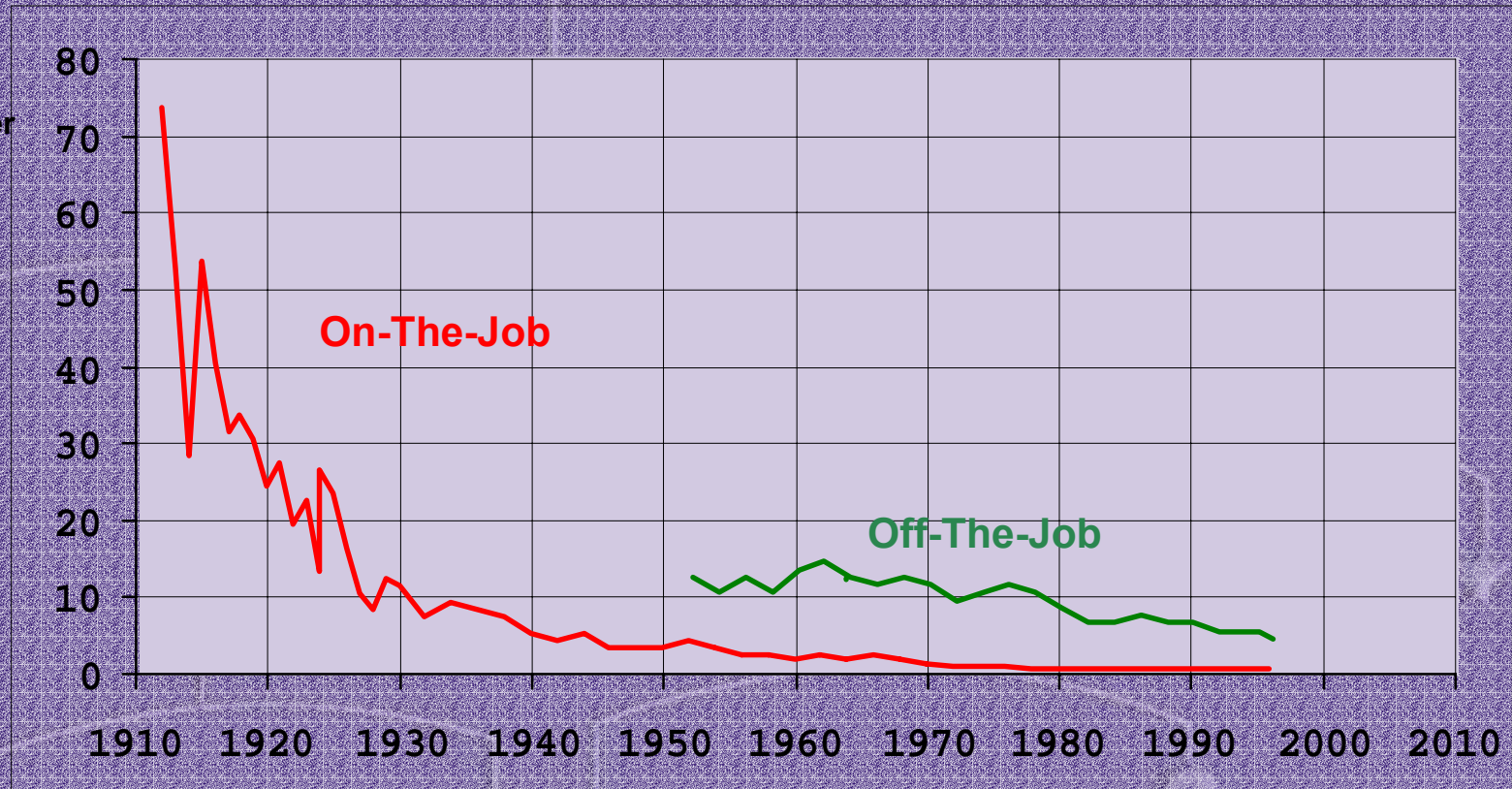
Turnover required to offset injury costs*

	Average company	Your company
• No. of employees	100	
• No. of injuries	12	
• Costs per injury	25,000	
• Total costs	300,000	
• Profit margin	10%	
• Turnover to offset costs	3,000,000	
• Due per employee per year	3.000	

* = in EURO

The DuPont Journey to Safety Excellence (200 years total)

Accidents
causing
lost work time per
1000 employees
per year

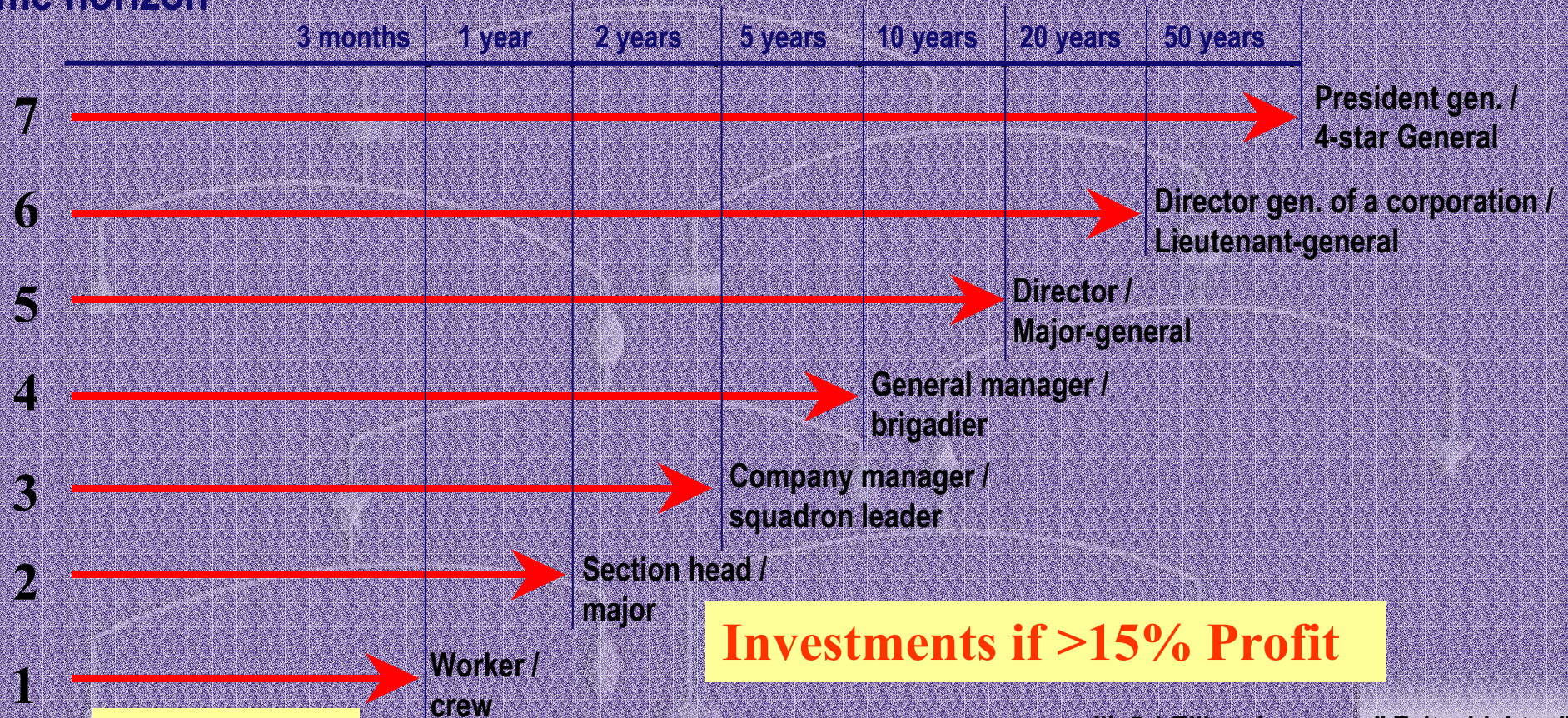


The Goal is Zero Incident

Source: DuPont

Ways of organising projects in a certain timeframe

Time horizon



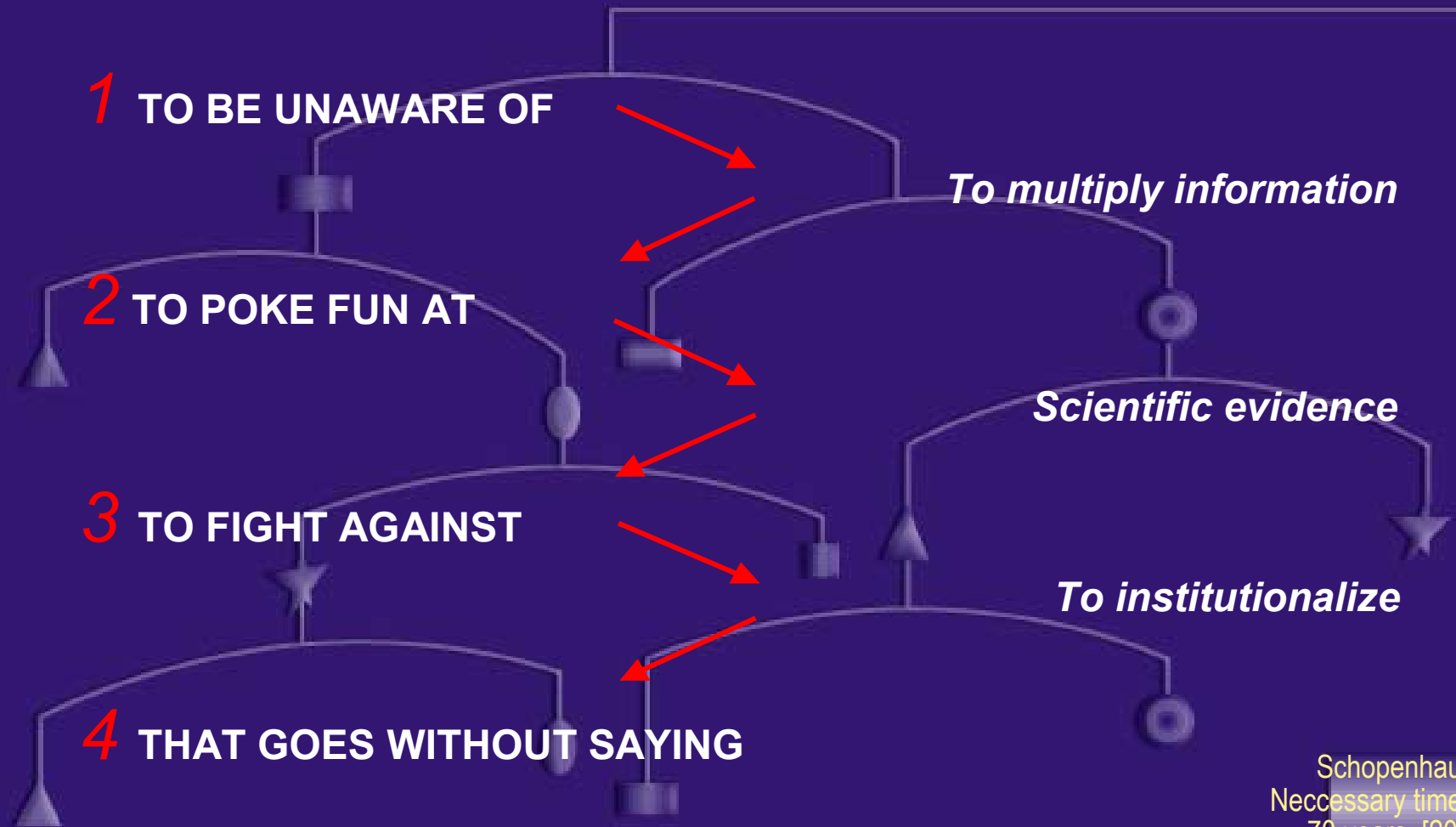
Interim ?

Investments if >15% Profit

III. 5.1 Elliott Jacques "Zeitschichten"

« Der Teich (The Fishpond) »

4 stages of the development of an idea (according to Schopenhauer)



Schopenhauer:
Necessary time space
70 years [20] [7]



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