

Work environment success factor: example Bülach hospital

Challenges for Bülach hospital

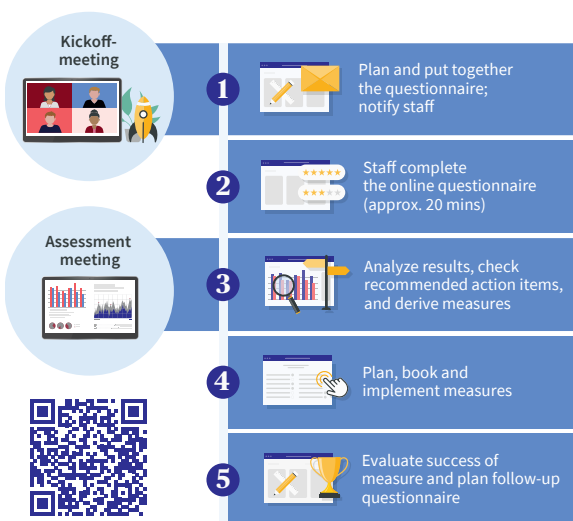
Bülach hospital is faced with an increasing number of major challenges: it runs on a 24/7 basis, has a rising number of patients, concurrent building projects and its staff are under enormous pressure due to the regional lack of general practitioners. The consequences are tangible:

- Rising work load amid tight resources
- Fluctuation of valuable skilled employees
- Sickness-related absences
- Growing need for temporary staff

To meet the challenges, Bülach hospital is turning to Corporate Health Management (CHM), focusing closely on strengthening the health, motivation and loyalty of its staff. By doing so, it aims to secure work quality, patient safety and employer appeal on a long-term basis.

AXA's Working Atmosphere Compass helps in this process.

The procedure



To the click demo (in German)

Working Atmosphere Compass

The Working Atmosphere Compass is a quick and effective tool for analyzing stresses and resources in the workplace.

Statistical analyses provide practical recommended action items, and strengthen the health, motivation and loyalty of staff.

Individual access rights enable specific inclusion of specialist and management staff, providing them with targeted information about their teams. This is how the Working Atmosphere Compass leads to efficient and long-term prevention.



Find out more

The decision: This indicates the Working Atmosphere Compass

Bülach hospital uses AXA's Working Atmosphere Compass, as it offers a comprehensive, data-based foundation for the targeted enhancement of the working environment.

The tool enables:

- ✓ In-depth analysis by organizational unit, activity area, management level and age group
- ✓ Identification of risks, potential and resources
- ✓ Measurable basis for targeted measures
- ✓ Continuous success monitoring through defined KPI

“We support you on a holistic basis, providing expertise, sector knowledge and assistance throughout the whole process.”

Stefanie Philipp, CHM Advisor AXA WeCare



Implementation: Participatory and transparent

Bülach hospital uses the Working Atmosphere Compass to gain in-depth insights into the working atmosphere and potential psychosocial risks. AXA CHM experts support you throughout the whole process: they help set up the platform and questionnaires, assist you in interpreting the results and work with you to derive practical recommended action items and measures.

On that basis, the hospital implements a range of measures, including the introduction of flexible working time models with optimized service planning, seminars on stress management, mental health and resilience, targeted training for managers as well as various CHM initiatives under the label “Working healthily together”.

“Everyone regarded its introduction as positive because employee feedback was visibly implemented.”

Cécile Bosshard, HR Business Partner and CHM Unit

The results: Quantifiable improvements

After the introduction of the Working Atmosphere Compass, the hospital has recorded a number of real successes.

Quantitative improvements:

- Reduced sickness-related absences
- Stabilized fluctuation rate
- Less dependency on temporary personnel
- 18 KPI show continuous positive trends

Qualitative changes:

- Increased awareness of psychosocial risks
- More open communication culture
- Stronger capacity to act in the teams
- Improved working atmosphere across departments

“One particular success is increased awareness in dealing with psychosocial risks, resulting in greater openness and certainty of action.”

Tanja Uhlmann, Head of Learning and Development Bülach Hospital

Conclusion:

Three success factors for long-term change

The Working Atmosphere Compass has professionalized Bülach hospital’s CHM work. Instead of being based on assumptions, the hospital now relies on data-led decisions, broad inclusion and transparency



Data-led decision-making basis

Sound facts rather than gut feeling for targeted action planning



Broad stakeholder inclusion

From employees to the board of directors - all are pulling in the same direction



Transparent communication and evaluation

Open dialogue and tangible success create trust and success

Would you like to find out how the Working Atmosphere Compass can also drive your company forward?

Contact your WeCare advisor for a no-obligation meeting or email us at: arbeitsklima@axa.ch

We’ll show you how you can build a healthy and motivating work environment and therefore boost your company’s long-term success.