

Occupational health management at PSP Swiss Property

Holistic and effective health management is essential for the sustainable success of our company. It not only helps to promote the well-being of our employees, but also increases their performance and reduces absences due to illness and accidents. Strengthening the physical and mental health and ensuring the safety of our employees are therefore key components of our HR strategy. This is also reflected in our terms and conditions of employment, our Code of Conduct, our Occupational Health and Safety Policy and our Human Rights Policy.

Fit@Work and in Balance

Strengthening the physical and mental health skills of our employees by establishing a comprehensive occupational health management system that focuses on health-promoting infrastructure and services, strengthening resilience and reducing stress in order to promote long-term employee satisfaction and loyalty, increase the company's productivity and competitiveness as well as reduce healthcare costs.

“Fit@Work and in Balance” is the strategic goal of our occupational health management (OHM), which is based on the recommendations of Health Promotion Switzerland (“Gesundheitsförderung Schweiz”). To achieve this goal, we regularly define, prioritise and review operational objectives and implement appropriate measures.

Management of the OHM

The OHM is managed by an OHM steering group of 4 to 5 people, consisting of the Head of HR and other people from various departments. The OHM steering group develops the strategy and the action plan, monitors the implementation of measures, evaluates the results and communicates regularly to the management and the workforce.

The Zurich office has also appointed a safety officer who is responsible for coordinating overarching safety issues such as training, safety equipment in the offices and defibrillators. This task is fulfilled as a secondary task.

The implementation of established, ongoing measures, such as the provision of fruit and drinks, is largely the responsibility of housekeeping or HR or individuals (e. g. fitness trainers) who explicitly carry out this task as part of their job description. The personnel resources for one-off or sporadic activities are determined as part of the annual planning of objectives and measures and approved by the management.

Our OHM consists of offers and measures in the following areas:

- Promoting health through infrastructure and workplace design
- Promoting health through appropriate work organisation and training
- Promoting health through complementary services

Promoting health through infrastructure and workplace design

Infrastructure that promotes communication and is needs-orientated	<ul style="list-style-type: none"> - Attractive office space that promotes formal and informal dialogue: open and closed meeting facilities, coffee bar, kitchen, lounges in all offices (e.g. Collaboration Lab in Zurich) - Consideration of individual needs: closed rooms for confidential telephone conversations, retreat options
Health-promoting infrastructure	<ul style="list-style-type: none"> - Own fitness centre (Zurich office) and equivalent fitness offerings in the Basel and Geneva offices - Large table for discussions and meetings as well as eating together - Cloakrooms, showers - Bicycle parking spaces - Biophilic design
Health-orientated workplace design	<ul style="list-style-type: none"> - Ergonomically designed workstations (adjustable desks and chairs, correct arrangement, incl. regular inspection by a specialist) - Optimum supply of daylight and individually adapted lighting
Ensuring occupational safety	<ul style="list-style-type: none"> - Safety training - Emergency concepts in every office - Specific measures for caretakers (e.g. training, safety shoes)



Various opportunities for exchange



Own fitness facilities at the Zurich office



Cooking and eating together is possible in all offices



Attractive office space

Promoting health through appropriate work organisation and training

Structure and working conditions	<ul style="list-style-type: none">- Flexible working time models- Open door culture- Balanced team composition- Interdisciplinary exchange- Support in the event of restructuring
Leadership behaviour	<ul style="list-style-type: none">- Leadership training, e.g. in the areas of work organisation, social skills, conflict resolution or leading (age-)diverse teams- Addressing health in annual appraisals, return-to-work conversations after long absences
Employee behaviour	<ul style="list-style-type: none">- Training events (physical or online) on health topics such as nutrition or bullying and discrimination, exchange of experiences

Promoting health through complementary services

Health-related offers	<ul style="list-style-type: none">- Firmly established offers to strengthen physical and mental health such as fresh fruit, fitness trainers (Zurich office), participation in fitness programmes (Basel, Geneva offices), ergonomics check- Support options for difficult situations- One-off offers such as lectures, e.g. on nutrition, sleep health
Strengthening cohesion	<ul style="list-style-type: none">- Regular organisation of events such as the autumn party, aperitifs, ski day, bike to work, football tournament



Regular ergonomics checks