Zeitschrift:	Annual report / Swiss federal railways
Herausgeber:	Swiss federal railways
Band:	- (2003)

Rubrik: Human Resources

Nutzungsbedingungen

Die ETH-Bibliothek ist die Anbieterin der digitalisierten Zeitschriften. Sie besitzt keine Urheberrechte an den Zeitschriften und ist nicht verantwortlich für deren Inhalte. Die Rechte liegen in der Regel bei den Herausgebern beziehungsweise den externen Rechteinhabern. <u>Siehe Rechtliche Hinweise.</u>

Conditions d'utilisation

L'ETH Library est le fournisseur des revues numérisées. Elle ne détient aucun droit d'auteur sur les revues et n'est pas responsable de leur contenu. En règle générale, les droits sont détenus par les éditeurs ou les détenteurs de droits externes. <u>Voir Informations légales.</u>

Terms of use

The ETH Library is the provider of the digitised journals. It does not own any copyrights to the journals and is not responsible for their content. The rights usually lie with the publishers or the external rights holders. <u>See Legal notice.</u>

Download PDF: 27.04.2025

ETH-Bibliothek Zürich, E-Periodica, https://www.e-periodica.ch

Strong loyalty to SBB.

SBB employees face tough challenges. The economic environment, competition and relentless cost pressure necessarily result in reorganisation. This may can cause job losses in some areas, but create new ones in others. <u>SBB accepts its responsibility towards those affected, taking measures to minimise the social consequences. Employee satisfaction increased again in 2003.</u>

In 2003, the headcount at SBB (including subsidiary companies) averaged 28,707 full-time-equivalents – just 79 less than in the previous year. These figures do not include apprentices and their supervisors, who in 2002 were integrated into the Login training association. On behalf of SBB, Login trained 1,148 apprentices (1,062 in 2002). Conscious of its responsibilities in the training field, SBB has increased its apprentice intake to 1,200 for the years 2004–2006.

New jobs in security. While certain projects involved substantial job losses, some measures taken last year created new jobs. For example, although 420 jobs were lost in the reorganisation of wagonload traffic and baggage forwarding, around 350 new jobs were created by the expansion of train crews in the Zurich area and of the railway police. A cost-cutting programme in the company's head office will involve about 50 job losses.

is hetped, this would have been each righter the openauponum in 2005 wed align in reducers at 2016. Submit bonde in anticipation of a clear in colonist ches becaused isolidet, to over ChiF 1 black, his michaelics minered an at or noon meriadated, solens funduations in the openan meriada feve a range black on the there is studios Change as opportunity. Job reductions at SBB do not mean dismissals. The collective contract of employment guarantees that responsible solutions will be found, minimising the social consequences of reorganisation for those affected by it. In the year under review the company spent some CHF 19 million on vocational retraining programmes for 213 persons. Staff spend an average of 372 days in the qualifications programme until they find a job, either within SBB or elsewhere. A new programme for employees over 58, designed to offer them various options for the future after losing their jobs, was introduced in 2003.

Satisfaction increased. Job satisfaction among SBB employees increased again in 2003. Satisfaction in the year under review amounted to 61 points out of a possible 100, a two-point increase on 2002. The reversal in the trend has therefore continued. Factors such as level of identification with the company, workplace situation or employees' own customer focus fared better in the latest representative survey, the fourth of its kind at SBB. Satisfaction grew in almost all surveyed divisions, units and professional groups. SBB has set itself the target of further increasing employee satisfaction. During the year under review the collective contract of employment (GAV), which was scheduled to expire at the end of 2003, was extended for a year by SBB and its staff associations. This was because preparations for the modifications to the contract, particularly the introduction of a new wages system, were taking longer than planned. In the meantime negotiations have started on a new contract.

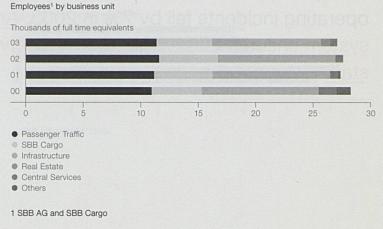
Professional healthcare management. Like other companies, SBB has experienced an increasing incidence of physical and mental illness. Measures taken in the past to protect the health of employees and improve safety at work need to be stepped up. In 2003 SBB therefore embarked on the creation of a professional occupational healthcare management system. Its objective is to avoid prolonged absences and generally promote the health of employees in collaboration with personnel and healthcare specialists, managers and staff representatives.

Part-time working encouraged. The trend towards new forms of work that has been evident for several years is continuing. Almost one SBB job in ten is now part-time. The higher proportion of men working part-time is particularly striking – the percentage rose from 4.9% to 5.9% last year. As for female employees, nearly half work part-time. The proportion of women in the workforce continued to rise, reaching 12.2% at the year-end in terms of numbers. By the end of 2005, SBB expects to bring this figure to 13%.

2003 saw the publication of SBB's second social report, which reviews HR policy in 2001 and 2002. In addition to the four key topics of change, modernisation, careers and job-related stress, the report provides comprehensive facts and figures on all aspects of staffing at SBB. The report can be ordered or downloaded from www.sbb.ch.

nproved safety for customers and staff

Personnel.



Apprentices by vocational group. (including adults in training)

As at 31.12.2003							
Commercial IT Technical Perm. way construct. Logistics Cleaning staff			anevie u	iuomen.	avoq H		
	0	100	· 200	300	400	500	600

dani kmohing patakangar khaina tor fiva vasirs. Two kei ke kusdadi patakangar thains colided in Zurreh Ganik station on 24 Octoper Tore patakangar kali her life t over a humandi kalar hijuradi.

And an all a condition the number of operation adores to a conditional contained, persons to a injunct by bailing, accidents as sinel crossingel to be in 2000 to Dis.

About half of these acultants were causenily per senates and third parties and generally the value thematives had a high processor of the barrier to main muste of accidents are reacte oneship for the without permission, researcing on the permanent we and unrood on and of moving upons 658 is respond to the station with validus accessorier on the some at them tagating duidher. Also 70 more to accessings have been moderated and 24 station accessings have been moderated and 24 station to descript an automatic system to ware of the protation of here sold them At the same time to mano doctings have been moderated and 24 station accessing have been moderated and 24 station accessing here sold them At the same time to mano docting these sold terms At the same time to mano do descripted terms and the same time to mano and description table to the P in 2002 to 14 in 200 and these porteents took pace to connection we