

<b>NAME of the DP</b>	<b>Gesundes Gesundheitswesen</b> [Healthy Health Service]
<b>total budget</b>	EUR 1,900.000 [DP] including EUR 50.000 TCA [=2,6%]
<b>financing</b>	ESF 50%; Federal ministry of social security, generations and consumer protection 50%
<b>co-operation partners</b>	Companies, NGOs, University, Public Organizations, Health Insurance, Trade Union, Federal Economic Chamber, General Medical Association, Chamber of Austrian Psychologists, etc.
<b>impact area</b> [expanse, number of inhabitants]	Austria [84.000 km <sup>2</sup> ; 8 Mio inh.]
<b>target groups</b> [discription; quantity]	employees of the Austrian health care system with a special focus on employees who are threatened by unemployment or starting disability and elder employees; 330.000 employees
<b>focused problems</b>	<ul style="list-style-type: none"> <li>• premature retirement of health service staff – average length of stay: 6 years</li> <li>• manpower shortage [bad working conditions; lack of vocational training and career management; demographic development</li> </ul>
<b>short-term objectives</b>	<ul style="list-style-type: none"> <li>• providing support and solutions</li> <li>• obtaining workability</li> </ul>
<b>long-term objectives</b>	<ul style="list-style-type: none"> <li>• analyzing the problems at system level</li> <li>• sensitize HR-Managers</li> </ul>

<b>NAME of the PROJECT</b>	<b>Forum Personalentwicklung</b> [Forum Human Resources Development]
<b>project budget</b>	EUR 270.000
<b>employees</b> [whole department]	10
<b>employees</b> [project]	3
<b>total hours</b> [project]	73 per week
<b>problems &amp; actions</b>	<p>P: There is no platform for HR-Managers of Austrian hospitals/providers of hospitals</p> <p>A:</p> <ol style="list-style-type: none"> <li>1. research of models of good practice</li> <li>2. acquisition of networking-partners [level: HR-managers]</li> <li>3. expert-talks, round-table-conferences, workshops</li> <li>4. homepage, platform for communication, newsletter</li> </ol>

<b>actions directly related with SR</b>	<ul style="list-style-type: none"> <li>• research of SR-topics in hospitals</li> <li>• research of positive effects of SR on personnel turnover</li> <li>• mainstreaming of models of good SR-practice</li> <li>• sensitization for the SR-topic</li> </ul>
<b>transnational expectations</b>	<ul style="list-style-type: none"> <li>• to get examples of SR-involvement of enterprises in other countries [focus: health care system]</li> <li>• to learn, which players are involved in the SR-topics in other countries [friendly societies, npo]</li> <li>• to learn about the [different] political strategies and aims of SR in 8 different countries</li> </ul>