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# Professional Mentoring in OH Training

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# Overview

- Organisation/ Management
- What are we doing (pre/ post meetings)
- Company/ production background
- Advantages /pitfalls of the system

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# What is it about?

- Mentoring system in Linz since app.9 years
- Change from „general questions“ to structured developing meetings
- Integration in (theoretical) teaching weeks
- Focus on Workplace visits
- 3 visits within 3 month (one pre/ post meeting respectively)

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# Pre- Visit Meeting

(mostly organised by Academy)

- What is the company about?
- What do we want to know? (what do we NOT want to know)
- Basics: explain who you are and the purpose of the visit, don't judge just ask, accept the answer, show interest but make clear you are learning, take care who is accompanying you (position)
- Focus on people (employees) not on figures

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# „Production“ 1

- What are people doing, how are they working?
- What is the production, the product?
  - what comes in, what goes out?
  - what happens in the „black box“?
- Description,
- (no details about history, cash flow, ROI etc.)
- What are the Health burden/ danger?
- Try objective/ descriptive statements, no judgements

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# Production 2

- How does the Company deal with hazards/ burden?
- Possibly different types of work (production, maintenance, emergency, shiftwork, administration, ,external‘ workers etc.)
- Going more & more into details from first to last visit (9)
- Protocol (sent before the ,post‘- meeting electronically)

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# Other important points

- Legal background (international/ national laws/ regulations, norms)
  - How do doctors have to act?
  - Employer's duty
  - Employees duty
- Must- Need- Nice to have

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# ,Moral‘ background

- Very subjective and very important
  - Where do we want to go?
  - Our jobs are ,simply‘ achieving better working conditions
  - Adding our professional knowledge to what we see, hear, measure etc.



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# Post- Visit Meeting (after prot sending protocol)

- Overall impression
  - good/ bad, as expected,
  - Time, ,guide‘, printed documents
- Special part
  - What part of company, what machinery, what kind of workplaces etc. (descriptive)
  - .....
- Questions (both sided)
- Correction of protocol if needed

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# Advantages

- Small ,private‘ group- easy way of exchange
- Very personal atmosphere
- Even ,silent‘ students can be ,taken in‘
- Mentor learns a lot (about companies& production and about students)

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# Challenge

- Arrangement of dates!!
- Exercises (which are not done)
- Hard (but necessary) to be „dictatorial“
- „Who has to do the work?“
  - Students who pay??
  - Mentor who gets paid??
- (male) „Opinionleaders“