

Good Comradeship and Varied Tasks ensures Durable Wind Turbine Gears!

A presentation of **Kim Mortensen**,
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The good comradeship at the production line and the variation of tasks is what inspires Kim Mortensen and gives him job satisfaction. Like his 4 colleagues at the 15/25 line Kim is happy and pleased with his job as well as with the atmosphere in general.

»One of the good aspects of working at this line is the variation. That means that you do not go on and on in the same routines until things get boring«, says 38-year old Kim, who was employed in the company 3½ years ago. Kim and his colleagues have made it a habit to rotate among the various tasks at the line, and therefore once a month they rearrange their positions at the line to bring a little variation to the work.

There is no doubt that Kim likes this way of arranging the work. »I think that it keeps me alert and that I learn from it«, he explains, while taking a filter housing to demonstrate, in good and current workshop language, how to assemble an oil filter. That was how he learned it himself.

Kim says: »I was very well introduced to the job when I first started working here. One of the experienced colleagues was in charge of the training. He told me step-by-step how to do the job and then demonstrated it to me. That was that!«

»The attitude is that whenever you are in doubt you ask. That is characteristic of the good spirit in the workshop and the openness that we have among us«.

According to Kim, the workshop culture with its openness and mutual trust is also expressed in the way he changed to his present line. »The first 6 months I worked at the 27/27 line and was then asked if I would like to move to this line. And I accepted. The reason was that one of the colleagues at the 15/25 line had taken early retirement«.

»The work at this line is almost the same as at the 27/27 line – the filters are just a little smaller. We mainly produce filters for wind turbine gear boxes. They ensure that the gear oil is kept free of dirt and metal chips. There has been a big problem with chips in the oil which meant that the gear boxes burned down«, Kim explains. The series of oil filters that Kim is presently working on is, however, for moulding machines used in the plastics industry, he explains.

The fact that there is a variation in the different purposes of the filters means that they must be assembled in different ways, and this

is another of the things that Kim appreciates. What the customer wants appears from the order forms that Kim receives.

»Line by line I can see which components and how many of them to use. Then I go to the shelves behind me and pick the parts I need. Nevertheless, mistakes happen. Some of the parts to be put into the box together with the filter may be missing or we did not place the sticker on the filter«.

According to Kim, the reason why such mistakes happen is this: »Only people who do things, make mistakes. It is unavoidable. It may be the routine - or could it perhaps be due to the fact that sometimes there is a little too much talking at the line and too many jokes being told?«, Kim suggests with a wry smile. »But then our boss comes along and tells us, "You may need a kick

in the pants to make you think clearly again", and he is right«, Kim explains.

»We are really busy at the line«, Kim says: »How many filters I make in a week varies a lot all depending on the type of filter in question. If it involves electrical installations with wirings it takes a little longer«.

»The production is at a high level and that is because of our good working conditions. They are ensured by the company, not only thanks to the good working conditions, but also the bonus programmes for the employees«, Kim says, and concludes: »In that respect I must say that this is definitely the best employer. We are treated really well, and many others could learn from this example. Of course we are much more productive when we are treated well«. ■



Kim Mortensen