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Nordkalk secures competitiveness with a lean organisation

The limestone company Nordkalk announced a new operating model on 2 September. Now the new organisation structure is ready, leading to many changes in responsibilities and a substantial reduction of positions in the whole company.

“This is one of the biggest changes in Nordkalk ever. It is not an easy one, but absolutely necessary in order to secure Nordkalk’s future and growth, including future jobs,” comments CEO **Paul Gustavsson**.

As a result of the codetermination negotiations announced on 2 September, a total of 62 positions are reduced in Finland, 12 in Poland and 9 in the Baltic Countries. In Sweden the number of positions will be 23, including 16 positions at Storugns as a result of a separate negotiation finalised on 19 October.

The changes apply to both white-collar and blue-collar jobs. The reductions include some retirements, ending temporary work agreements and people leaving on their own accord.

Taking into consideration all retirements, resignations and redundancies this year, which have not led to replacements, Nordkalk will have a total of 163 less positions. When the planned changes were announced in September, the estimated number of reductions was up to 200.

The new organisation is valid from 1 November.

Nordkalk has suffered from difficult market situation, declining sales and cost inflation for several years. A performance improvement programme was initiated in the beginning of 2019, aiming at improving Nordkalk’s operative performance and profitability in the long run. To further accelerate the improvements, Nordkalk decided to also change its operating model.

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Nordkalk is the leading company providing limestone-based products and solutions in Northern Europe. We deliver essential raw material to numerous industries such as the pulp, paper, metals, mining, construction and chemicals industry. Our solutions contribute to clean air and water as well as the productivity of agricultural land. With production in more than 20 locations in the Baltic Sea area, Central Europe, Norway and Turkey, we are always near our customers. The company employs around 950 people, and in 2018 it had a turnover of EUR 300 million. Nordkalk is owned by Rettig Group.