



SAB TOURS wants to integrate the subject of health into the company culture as a permanent element. Therefore, the management has provided the momentum for a health promotion project which is aimed at reducing the physical and mental stresses of work, improving the working atmosphere and strengthening the feeling of responsibility of each employee.

### Less stress for bus drivers

The health promotion project "Active Together" is co-ordinated at SAB TOURS by a project steering committee which comprises the management, industrial doctors, a safety expert, safety officers, a works council representative and two employees. The Upper Austrian Sickness Fund (OÖGK) offers support and advice and is represented on the steering committee by a specialist. The results of a staff survey form the basis for the activities.

For example, it was discovered that bus drivers are subject to particularly high levels of stress. Working together in health circles they developed ideas which would improve their working conditions. Another health circle involving travel agency staff is currently underway.

In order to reduce the work stresses of the bus drivers, the company called in more external assistance: Experts from the general accident insurance institute, a psychologist and a camera team produced a video which illustrated the particular stresses of the employees working on urban bus routes. It is to serve as a basis for discussions with the local authority and the police in order to make it easier to find a solution to

traffic problems. Moreover, the video is to be shown to school children in order to make them aware to what extent they contribute to the stress of the drivers through their behaviour. In a 2-stage plan to be completed by the end of 2001 the bus fares are no longer to be collected on the bus, but tickets are to be purchased in advance at special sales points.

SAB TOURS regularly organises health and well-being programmes for the employees, at times during working hours, and provides subsidies for them to visit a sports studio. Great consideration is given to the requests of employees to work part-time in order to improve compatibility between family and working life.

### Group ideas implemented

SAB TOURS has now prepared a company health report and most of the suggestions from the health circles have already been put into practice. "Active Together" is supported by internal public relations work.



Branch:

Tourism and public transport

No. of employees:

159

Products/Services:

Travel agency, public transport, bus trips

Locations:

11 travel agencies in Upper Austria

Miscellaneous:

48 % of the employees in the commercial sector;

52 % work as bus drivers;

60 women, 99 men