

LWAB has corporate guidelines on workplace health promotion (WHP). The departmental managers take the main responsibility for workplace health promotion and there is a separate budget allocated for this purpose. The activities are carried out by the department for health promotion together with external doctors and nurses, physiotherapists and communications and management consultants. The close co-operation between these four groups is regulated by agreements.

Satisfaction pays dividends

LWAB uses a system of “internal control” to methodically analyse and document the working conditions within the company. The number of working days lost and industrial accidents are evaluated. An audit on the entire company is conducted every year. The results of these audits form the basis of the health promotion strategies and for planning of health-related measures.

In order to determine health risks at the workplace and to learn more about the needs and level of satisfaction of the employees, “health and work profiles” are also drawn up. Many departmental managers also work with this device. LWAB aims to work through co-operation and consensus, and not conflict.

Each employee has an ergonomically designed workplace and can have a medical examination at any time. In addition to a wide variety of courses on offer, such as back training or stress management, there is a programme to combat alcohol and drug abuse. Participation in health promotion measures is generally free of charge to the employees.

LWAB has its own training centre. In addition to this, a canteen provides healthy food. A swimming pool and sports facilities are available and employees are encouraged to do some physical exercise.

Better working atmosphere, higher productivity

The host of workplace health promotion measures has had a positive impact on the company image and working atmosphere and productivity has improved. The accident risks have been substantially reduced in the canteen, printing shop and the post department. Because of training in safety matters, employees are now much more aware of the risks.

Take-up of health promotion programmes by employees is very high: about 85% of the employees use these facilities.

The rate of absenteeism due to illness at the company is about 3%.



Branch:

Insurance

No. of employees:

1.700

Products/Services:

Health-related services

Locations:

Stockholm