



Workplace health promotion is part of the corporate strategy at SAS. Safe and healthy working conditions are specifically mentioned as a corporate objective. The management is responsible for all matters relating to the workplace and job design. Since 1995 workplace health promotion at SAS has also been integrated into the programme for implementing Total Quality Management (TQM). Health promotion activities are controlled by means of target agreements and progress is reviewed every year. Accordingly, specific workplace health promotion projects have their own budgets. General improvements of the working conditions are integrated into production budgets.

Good planning equals success

Every department is obliged to formulate health targets and draw up action plans. Every three years health-related data is surveyed at SAS and this information serves as a basis for planning WHP. Staff surveys are conducted and job analyses performed. Talks on staff promotion and skills development are also held.

SAS places special emphasis on creating improved working conditions at the loading ramps and in the aircraft cargo compartments. For example, loading and unloading of the containers at the baggage check-in has been automated. Conveyor belts, a new baggage sorting system with lifting aids and special facilities for particularly heavy items reduce the physical work of the employees.

In a new project semiautomatic loading/unloading systems are being designed. The noise in this sector has been cut by 5 db(A) and the vibration level has also been reduced on most vehicles. SAS chairs the working group SC1/WG3 on noise and vibration under CEN TC274.

The company has rest and recuperation rooms for the staff. Moreover, SAS offers its employees a wide range of sports and cultural programmes.

Better health = Quality!

The SAS Board has effectively harmonised the flow of work in the company by introducing TQM and integrating WHP.

The staff are now exposed to less noise and chemical substances as a result of the action taken. The aircraft cabins are designed more ergonomically and the cabin air during flights has improved. Heavy lifting and unhealthy working postures when transporting baggage have been reduced.

The illness-related absenteeism rate fell from 5.7% to 4.9% between 1994 and 1997. The accident rate declined in the same period from 33.8 to 27.4.

Branch:

Airline

No. of employees:

7.900

Products/Services:

Air transport of passengers and cargo

Locations:

Copenhagen