

At the Civil Aviation Administration, the working conditions are viewed from a holistic perspective, which embraces physical, mental, social and organisational aspects. The company has guidelines on health protection and health promotion and their observance is reviewed in annual audits. The company management and employees are responsible for workplace health promotion. Some of the WHP measures are financed by a separate budget.

Encouraging health

Forty employees of the Civil Aviation Administration have been trained as “health inspirers”. Their task is to promote their colleagues’ awareness of healthy working conditions and health promotion activities and to develop appropriate programmes. Health promotion officers are active in the company; drawing up “personal health programmes”. Using this tool, knowledge is gained both of the individual work situation (e.g. demands, decision-making skills, satisfaction) and of eating habits, leisure time behaviour, stress, condition of health and well-being of the individual employee. This knowledge is used to create special measures for each current working team. These measures can be planned in co-operation with the occupational medicine department, the safety engineers and staff representatives. The employees can participate in these programmes during working hours.

Staff surveys are conducted regularly and their results serve as a basis for planning WHP. The surveys relate to staff satisfaction with superiors and health-related measures which have already been implemented.

The Civil Aviation Administration offers its employees a wide variety of programmes covering sports, leisure time activities and a healthy lifestyle. Alcohol and drug programmes also exist. The staff pay reduced prices in the airport restaurants.

In order to promote greater compatibility between family life and working life it is possible for some professions to work from home for part of the week.

Success with health promotion

All WHP measures are evaluated once a year at the Civil Aviation Administration. According to these evaluations, numerous successes are attributable to the health-oriented activities: improved working atmosphere, lower staff turnover, enhanced company image and an increase in productivity.



Branch:

Civil aviation

No. of employees:

790

Products/Services:

Running of airports

Locations:

Stockholm