

## Health promotion measures in the Petroleum Safety Authority Norway

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## Petroleum Safety Authority Norway (PSA)

We have regulatory responsibility for safety, emergency preparedness and the working environment in the petroleum sector. That also includes plants on land and associated pipeline systems.



<http://www.ptil.no>



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## Our staff

- 171 employees – some work part-time
- High average age, 49 percent are more than 50 years old and 8.7 percent are younger than 35 years old
- Well-educated workforce, 78 percent have pursued university-level studies lasting more than two years
- Relatively little staff turnover (3.5 per cent in 2008). Average length of employment is 12 years.



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## The PSA's health project

The project team proposed measures to promote workplace health in the following main areas:

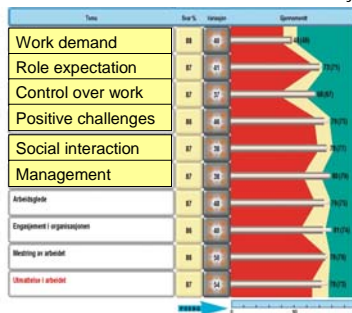
- Organisational/psychosocial working environment
- Physical working environment
- Welfare



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## Work-environment survey as a key instrument

Results from PSA work-environment survey 2008



QPC Nordic



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## Organisational/psychosocial working environment

1. Important wellness factors:

- Influence over the workplace
- Good communication
- Control over work
- Social support/experiencing positive emotions
- Optimism

Exercised by management in collaboration with the WEC\* and union officials.

Measured and followed up by work-environment surveys, etc

Some of these factors are governed by Norway's Working Environment Act



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\* Working Environment Committee

## Organisational/psychosocial working environment

- 2. Inclusive workplace
- 3. Life phase policy
- 4. Collaboration – involvement



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## Our measures to deal with stress

- Regular work-environment surveys with mandatory follow-up programs
- Planning tool
- Systematic expertise development
- Mentor program for all recruits
- Follow-up of employees – annual formalised job review
- Employees feel they are being looked after and "seen"



## Physical working environment

- Functional and flexible office and meeting room solutions
- ICT – tailored solutions and training opportunities for new modes of collaboration



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## Welfare provision – keeping-fit

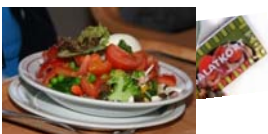
- Company occupational health physician/personal doctor
- Keep-fit in working hours
- Active company sports club
- Annual cycle/walk to work campaign
- Massage for shoulders and neck during working hours



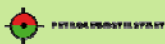
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## Diet as a means of promoting health



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## Thank you for your attention



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