

Eimskip is convinced that corporate success depends on the health and well-being of its employees. Therefore, the working conditions for the employees are continually improved. Emphasis is placed on further training, a good working atmosphere and an exemplary leadership style as well as on safety.

Employees want responsibility

Eimskip's aim is to systematically record all the facts relating to health and safety in order to use this information as a basis for health-related improvements within the company. The employees are involved in this process. The safety system on the vessels is based on the standards of "International Safety Management" (ISM).

Staff surveys on issues such as satisfaction, working conditions, social relationships at the workplace and leadership behaviour have already been conducted at Eimskip since 1993. The results of these surveys lead directly to improvements.

Every year talks are held between each employee and his/her superior during which the working conditions, career plans and the desire for further training are discussed. On average, every employee attends two to three company training programmes each year. Topics include communications and co-operation, handling hazardous goods, foreign languages and preparations for retirement.

Before new workplaces are established or new working practices introduced, health and safety is always examined first. Employees

participate in quality group sessions, which are also a forum for them to initiate other activities of their own choice. Staff also make suggestions to improve the organisation of the work so that it is healthy.

The company organises sports and social programmes for the workforce, such as fishing excursions, an annual family festival, and a Christmas dinner dance.

Change is healthy

The 1998 staff survey showed that the employees are satisfied with their working conditions. Particular strengths of the company are the clearly formulated objectives and areas of responsibility, the high level of independence of the employees and the varied work. Therefore, it is no surprise that on average the employees are only absent 1.6% per year.



Branch:

Transport

No. of employees:

790

Products/Services:

Transport by ship and truck

Locations:

Reykjavik

Miscellaneous:

The company uses standard sea routes to 27 ports in 14 countries.