



Sjóvá-Almennar regards a health-promoting working environment, staff relations based on solidarity and work satisfaction as factors which have a crucial impact on corporate success. Large sums of money have so far been invested in the ergonomic design and organisation of the working conditions and in health promotion programmes.

An ideas bank is set up

At Sjóvá-Almennar employees are requested to contribute suggestions for improvement to an "ideas bank" which are then evaluated by the quality assurance committee. Employees are asked for their advice when new jobs or new workflows are being established. Staff appraisal meetings are held every year in which everything relating to work and the workplace is discussed.

The employees have developed guidelines for dealing with each other which are based on honesty, respect, fairness and a willingness to help. The leadership style is therefore characterised by the fact that the employees organise their work themselves and are able to take decisions. In 1998 a comprehensive staff survey on leadership style, well-being at the workplace, work stresses and environmental protection was conducted and its results have led to direct improvements in working conditions.

The managers are expected to set an example with regards to health matters. They attend the course programmes and have undertaken to actively support the campaign to walk up stairs instead of taking the lift.

In addition to extensive further training programmes which are well attended, Sjóvá-Almennar offers numerous health and fitness activities, including massages and physiotherapy. For this purpose a gymnasium has been set up on the ground floor. The company also gives employees time off work so that they can make use of the programmes on offer.

The company not only offers flexible working hours to achieve greater reconciliation between working and family life; 50 employees have a company computer at home which permits them to work at home when members of their families are ill.

Employees approve measures

Since Sjóvá-Almennar has been involved in workplace health promotion, the employees have been more satisfied with the working atmosphere, leadership, the working conditions and safety at the company. The results of a trade union survey prove this. Furthermore, the staff turnover rate has fallen while the work morale has increased. Absenteeism due to illness is 3.1%.



Branch:

Insurance industry

No. of employees:

130

Products/Services:

Insurances

Locations:

Reykjavik

Miscellaneous:

The staff turnover is 5-7% p.a.