

CGD regards workplace health promotion (WHP) as an important addition to traditional occupational health and safety. The occupational medical service as well as the hygiene and security service are responsible for the health promotion projects. In the medical care sector the company has its own clinical/medical service embracing 23 different medical fields. The human resources department finances the WHP measures.

Emphasis on ergonomics

The planning of the health-related activities is based on the results of individual and group surveys among the employees, on medical data and results gained by the technical and health service in job analyses. External consultants conduct workplace studies twice a year. They examine, among other things, the air circulation and temperature, noise level, lighting conditions, electromagnetic radiation, and the concentration of tobacco smoke. Ergonomic criteria play a key role in workplace design. CGD intend to improve the psychosocial conditions at the company.

CGD aim to increase the employees' awareness of health issues at the workplace and to give them skills to take responsibility for their own health. Information programmes, such as films, written material and courses, are used for this purpose. The contents range from ergonomics at the workplace down to practical life-saving courses. For example, cancer prevention programmes are offered to women so that they can examine their breasts themselves.

In addition, the company supports its employees in times of economic difficulty and family crises.

The bank also encourages employees to pursue sports and cultural activities.

Awareness of health issues increased

CGD is highly committed to the health promotion of its employees through a wide variety of programmes and the workforce shows great willingness to take up these offers. Many employees now have a greater awareness of health issues and feel they, too, are responsible for healthy working conditions.



Branch:

Financial services / Bank

In addition to the customary bank business, insurances, leasing and "factoring venture capital"

No. of employees:

10.532 in Portugal, including Madeira and the Azores

Products/Services:

Locations:

Head office in Lisbon

Miscellaneous:

The bank has 552 branches in Portugal and another 400 abroad. CGD is the largest financial group in Portugal; it operates at European levels owing to its recognised stability. CGD is an "ECU clearing bank".