

Hydro Seafood has started "Strategy 2000" of which the main element is workplace health promotion. One of the key statements in it is: The company takes responsibility for people, the salmon and the environment by offering healthy working conditions to the employees and possibilities for their personal development.

Hydro Seafood invests substantial resources in improving working conditions.

A change does everyone good

The focal point of "Strategy 2000" is to combat monotony. Hydro seafood started this project out of concern for the high level of absenteeism due to illness at the company.

Every employee takes part in a working group which looks at the working conditions and production flows. The work becomes more varied due to job rotation, repetitive physical work and monotony are reduced, and muscle and skeleton disorders are prevented. All employees are involved in planning so that they can also implement the improvements themselves.

The branch in Movik intends to reinforce the positive effects of job rotation through special training schemes.

Data on working days lost due to illness and studies of the jobs in terms of negative impacts on health by the occupational medicine department serve as a basis for planning the activities. A working group comprising representatives of the executive team and the employees assesses the results and develops solutions to remedy any deficiencies found.

In addition, Hydro Seafood offers its

employees a wide programme of sports and social activities such as dancing courses, fishing expeditions and rambling.

Workforce helps with planning

At Hydro Seafood all employees participate in the planning and implementation of healthy working conditions and also bear some of the responsibility. Owing to the job rotation system they have also gained a greater appreciation of all the company sectors. The social ties which have grown between the employees help them to deal with each other better.



Branch:

Fishing industry

No. of employees:

A total of 1.400,
64 of whom in Movik

Products/Services:

Atlantic salmon

Locations:

Movik, Bergen, another 60
production locations along the
Norwegian coast, in Scotland, on
the Shetlands and in Ireland

Miscellaneous:

HS is the world's largest producer
of Atlantic salmon.