



The slogan at Astra AB is: "Everything that's good can be made better!". Therefore, the company has also set itself high quality standards for workplace health. Astra has separate guidelines for workplace health promotion, occupational health and safety, smoking, alcohol, drugs and pregnancy.

Health starts at breakfast

The management, those responsible for occupational health and safety, human resources and environmental protection as well as the works council are involved in the planning and implementation of workplace health promotion measures. The employees participate in the design of their workplace through project groups and quality groups.

As part of Astra's quality assurance system, absenteeism, industrial accidents and the results of staff surveys are analysed and documented on a on-going basis. The company uses the results as a basis for planning the continuous improvement of working conditions.

Astra invests heavily in the development of its employees' skills base - particularly health skills. For this purpose, a 'skills development plan' is drawn up for each employee. A regular 'breakfast meeting' has been set up for the further training of the executive team. This meeting includes a healthy breakfast, and also opens up opportunities for other activities such as water aerobics training, and seminars on health related subjects.

In addition, the company looks after its employees through a staff care project, keep-fit exercises at the workplace, social, sports and cultural programmes as well as courses on health topics.

A number of activities are aimed at improving compatibility between family and work. These include flexible, individual working hours and the possibility of telework.

Healthy employees, satisfied customers

The evaluation of the health promotion measures has shown that currently about 60% of all employees make use of the programmes on offer. Working hours lost due to illness, industrial accidents and staff turnover have fallen while productivity and both staff and customer satisfaction have increased. The employees smoke less, do more exercise and are better able to cope with stress. Absenteeism due to illness now averages 2.5%.

Branch:
Pharmaceutical industry
No. of employees:
5.760 in Södertälje
Products/Services:
Research, production, marketing and administration
Locations:
Headquarters in Södertälje
Miscellaneous:
High proportion of women (56%)