Healthy Workplaces Summit 2015

Safety and health at work is everyone’s concern. It’s good for you. It’s good for business.
Lån & Spar Bank

- Denmark & Lån & Spar
- 5,000,000 residents
- Small danish bank
- 150,000 customers
- 400 employees
- Full-service bank

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Strategy 2009

VISION
MISSION
STRATEGY
ACTION PLAN
"Bank in motion" - a sustainable process
Bank in motion

Goals:

- Increase in productivity & efficiency
- Increase in well-being & job satisfaction
- Establish low absenteeism
- Reduction in BMI
- Increase in physical fitness
- Create physically and mentally robust employees
- Top 25 in GPW
Bank in motion

Strategy:
- Support at all management levels
- Employees knowledge of individual roles and responsibilities
- HR responsible for the process
- Involvement of CEO and the board
- A part of the business strategy
- Driven by managers & employees
Bets on all levels

- Leadership development
- Team tools
- Annual health check
- Individual goalsetting
- "Lose and win" sequence
- Stop smoking
- Wellbeing conversations
- Running club
- The good life
- Take responsibility for the local community

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Influence on the well being

Leadership

Health

Productivity, efficiency, energy and absence

Work environment
Psychosocial work environment
A democratic process with equality
"Being able to look back on your life with satisfaction is to live twice."

Khalil Gibran, Lebanese poet

The Good life

– for you chosen by you
Annual focus points

- Conceive
- Plan
- Assess
- Implement
- Improve
The results
The results

![Bar chart showing earning from 2009 to 2014. The chart shows an increase in earning over the years, with the highest earning in 2014.]

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The results

Self-rated productivity on a scale from 1 to 10

Score
8.6
8.5
8.4
8.3
8.2
8.1
8

2011
2012
2013
The results

Number of annual sick days per employee

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of annual sick days per employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td><strong>10</strong></td>
</tr>
<tr>
<td>2014</td>
<td><strong>5</strong></td>
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</tbody>
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The results

Percentage of employees, who exercise more than 30 minutes a day

- 2011: 20%
- 2014: 40%
Customer satisfaction 2014

Kildeangivelse: Voxmeter “CEM Bank Intelligence” for Ritzaus Bureau.
Employee satisfaction

93% Satisfied or very Satisfied

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