



Health issues at Statoil are dealt with by the occupational health and safety and the human resources departments. Health issues are also integrated in both the reporting system and in quality assurance procedures. Statoil is pursuing the objective of reducing the number of industrial accidents and the number of work-related illnesses to zero.

### **Considerable latitude for staff initiative**

At Statoil 15 “problem-solving groups” are currently working on suggestions for the continuous improvement of working conditions. The initiative for such activities always stems from the employees themselves who are also largely independent in the planning and implementation of the improvements. The management is only called in for very expensive projects. The employees receive bonuses for cost-saving suggestions.

Since January of this year all employees have been benefiting from a new study programme: This includes a staff survey on health complaints and stressful working conditions as well as a medical examination. The information obtained in this way is stored in a database to which the employees have access provided the data relates to them personally.

At Statoil the requirement profiles of individual jobs are constantly updated to determine whether they still match the skills and level of training of the employees.

In the near future the company intends to examine the office furniture and fittings from an ergonomic point of view. Another project currently being planned includes one to improve the work performance of the employees on the basis of individually prepared job descriptions.

### **Stress considerably reduced**

All the suggestions for improvement developed by the employees are evaluated at Statoil and, on average, 75% of them are implemented. This has led to a significant reduction in stressful working conditions at the company. Behavioural measures to help smokers quit have also had an impact; and the proportion of smokers in the workforce has fallen.

The working time lost due to illness varies between 1.9 and 2.3% in the chemical industry; the average accident rate is 2.1%. In 1997 Statoil did not report one single industrial accident.



Branch:  
**Petrochemical industry**

No. of employees:  
**315**

Products/Services:  
**Petrochemicals**

Locations:  
**Kalundborg**

Miscellaneous:  
The company headquarters are located in Norway.